

ANNUAL REPORT 2019



TULSA EQUALITY INDICATORS



Measuring change toward
greater equality in Tulsa



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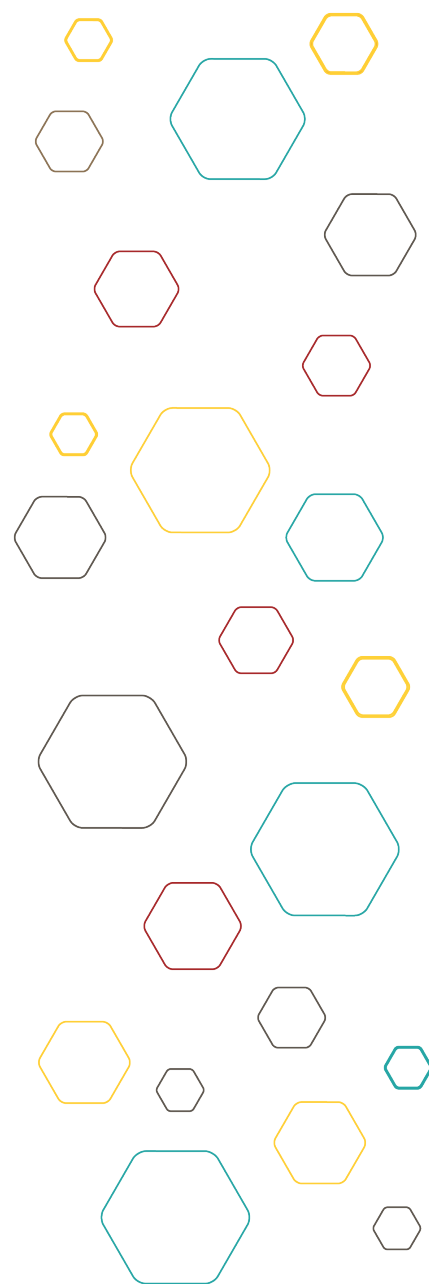
An aerial photograph of Tulsa, Oklahoma, showing a mix of urban buildings and green spaces. The image is overlaid with a teal color and a network diagram consisting of white circles connected by thin white lines. The text is positioned in the upper left quadrant.

This report was prepared by
the Community Service Council
in partnership with the City of Tulsa
with funding from The Rockefeller
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City University of New York's Institute
for State and Local Governance.

The full Tulsa Equality Indicators 2019
Annual Report is available online at
tulsaei.org. Additional information about
the Equality Indicators Project, including
findings from other cities, is available at
equalityindicators.org.

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LETTER FROM GT BYNUM, MAYOR, CITY OF TULSA

In 2018, Tulsa's first Equality Indicators Report was released to establish a statistical baseline for understanding Inequality in our city. While the report did not contain new revelations for many Tulsans, it did allow us to move out of the realm of anecdotes and gut feel and into a community-wide conversation more informed by standardized data.

Tulsa made great strides in the last few years in acknowledging disparities that exist in our community, but acknowledgment is not enough. As a city, we are taking an active approach in applying an equitable focus to everything we do.

Since the 2018 Equality Indicators Report was released, we unveiled Tulsa's first resilience strategy focusing on racial equity. With 41 tangible actions within the Resilient Tulsa Strategy, we created the Mayor's Office of Resilience and Equity to help with the implementation of the action items, which will help create a more inclusive and equitable future for all Tulsans.

We also launched the New Tulsans Initiative, which fosters connections between all immigrants and long-term residents. With 26 goals to help build a more cohesive Tulsa, we are celebrating and valuing our diverse cultures in our city by implementing specific policies, programs and practices to remove barriers and promote social inclusion of immigrants and their families into civic life.

Tulsa is leading by example by using an equity lens in everything we do, from economic and community development projects to transportation routes, park programming, community policing, and stronger partnerships with our schools and non-profit community. Tulsa is taking steps to improve and solve the issues we face as a community, but we know we cannot grow as a city by being complacent.

The Equality Indicators have helped provide an outlet to create meaningful dialogue regarding justice issues and the dialogue needs to continue. In 2019, the Tulsa City Council is hosting special meetings about justice to delve deeper into public safety arrests, use of force and officer recruitment. The Equality Indicators compare use of force number to population while other data compare use of force numbers to the number of arrests. Regardless of the data set, all Tulsans benefit from this dialogue.

In its second year, the Equality Indicators Report will continue to serve its intended purpose - which is not as the document that solves all of our problems, but rather as one that illuminates the problems we have so we can address them collectively.

As we work to address problems that have plagued our city for generations, we know everything won't change overnight. Only by consistent, deliberate work together will we realize the city we want Tulsa to be. This, the second edition of the Tulsa Equality Indicators, is part of the City of Tulsa's commitment to that work and to our ultimate goal of a city where every Tulsan has an equal opportunity for a great life.

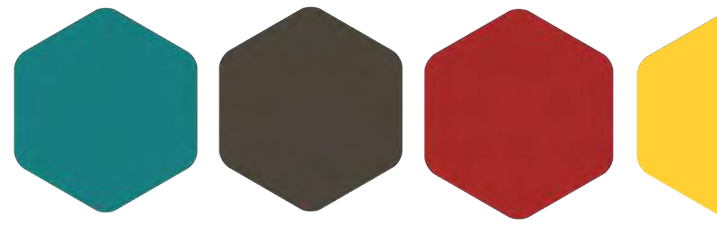


A NOTE ABOUT REVISED INDICATORS IN THE 2019 REPORT

The initial indicators included in the 2018 Equality Indicators report were collaboratively selected through an intensive outreach and engagement process with both subject matter experts and the broader Tulsa community.

In the year following the release of the 2018 baseline report, we received many thoughtful recommendations for potential changes to indicators in the framework. After judicious consideration of the feedback we received, we have replaced or revised several indicators in instances where the proposed change better captured an inequality issue experienced in Tulsa. Not all proposed changes resulted in a revision, and the majority of indicators remain the same. Any indicators that were revised in 2019 were also re-analyzed accordingly for 2018 in order to ensure consistent comparison between the two years. In addition to the results and scores for 2019, the revised results and scores for 2018 are included in this report.

EXECUTIVE SUMMARY



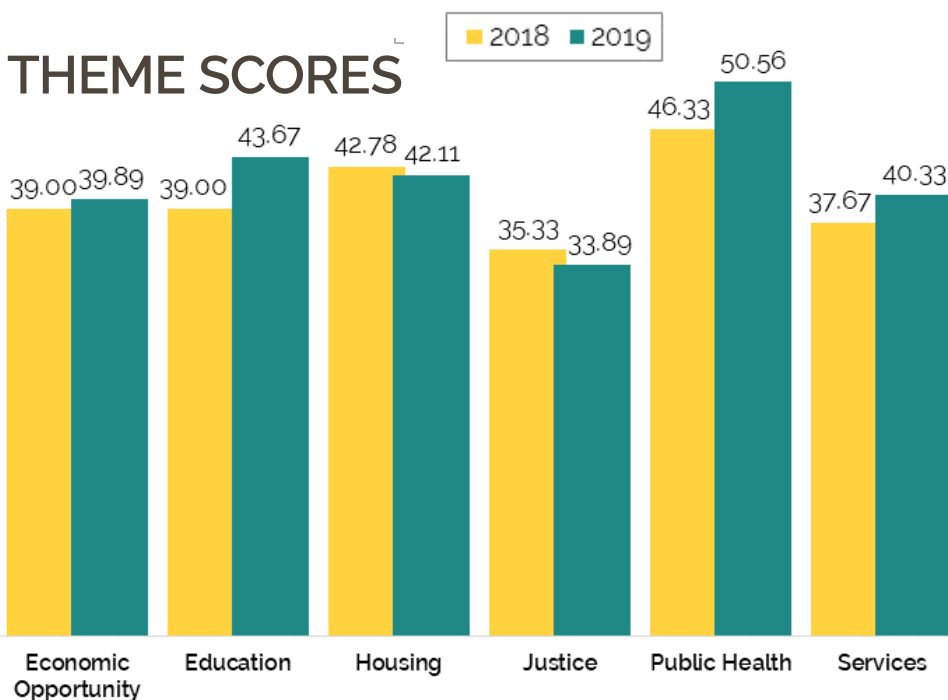
The City of Tulsa launched the Tulsa Equality Indicators project in 2017 in partnership with the Community Service Council (CSC) under the guidance of the City University of New York's Institute for State and Local Governance (CUNY ISLG), and with funding from The Rockefeller Foundation. Tulsa was selected to create a city-specific Equality Indicators (EI) tool together with an initial cohort of four other cities: Dallas, Oakland, Pittsburgh and St. Louis. The EI methodology was developed by CUNY ISLG and was first implemented in New York City in 2015. The Tulsa EI project is managed by the Mayor's Office of Resilience and Equity, with research, data analysis, and website and report development provided by the CSC's Innovative Data & Research team. Strategic guidance on development of Tulsa's unique tool was provided by CUNY ISLG. This 2019 report is the second Tulsa Equality Indicators Annual Report to be released, following the release of the first report in April 2018.

Tulsa aspires to be a community where our commitment to fairness, social justice and equal opportunity for all is self-evident and demonstrated every day in the functioning of our local economy and government systems. Every year, an updated EI report will be produced to track changes in outcomes for Tulsa residents, confront disparities facing our community, and work with local leaders and institutions to reduce disparities and expand equity. Findings of the Equality Indicators reports are intended to guide better public policy development, identify persistent problem areas, and inform efforts to develop solutions that lead to improved outcomes for disadvantaged Tulsans.

The Equality Indicators tool is a longitudinal analytic framework for measuring inequalities in outcomes that has been customized to reflect the disparities experienced by Tulsa's disadvantaged populations. The data used to compute these disparities, which are accessed from a number of sources, ranging from government agencies to Census surveys, are disaggregated and analyzed by race, income, geography, age, educational level, English proficiency, gender, disability status, veteran status, and mode of transportation. The group facing disparities for the greatest number of indicators is African Americans, followed by residents of North Tulsa.

Six broad themes serve as the foundation for the tool. These themes are: Economic Opportunity, Education, Housing, Justice, Public Health, and Services. Each of the six themes is divided into three topics consisting of three indicators - 54 indicators in total. Scores are calculated for each indicator, which are then averaged to yield scores for each topic, which are averaged to yield scores for each theme, which are finally averaged to yield scores for the City as a whole.

The 2019 Equality Indicators score for the City of Tulsa is 41.74 out of 100 (up from 40.02 in 2018). Of the six themes, Public Health had the highest score at 50.56 (up from 46.33 in 2018), followed by Education at 43.67 (up from 39.00), Housing at 42.11 (down from 42.78), Services at 40.33 (up from 37.67), Economic Opportunity at 39.89 (up from 39.00), and Justice at 33.89 (down from 35.33).



It is important to note that, in many cases, changes in annual scores are relatively subtle because outcomes tend to shift incrementally over long periods of time. Changes in outcomes are also rarely reflected in real time, because many of the available data sources are updated on a slightly delayed timeline. Data years used for the 2019 report range from 2015 to 2018, depending on availability.



SECTION 1 INTRODUCTION

Tulsa is an increasingly diverse metropolitan city that is, in many ways, quite demographically distinct from the rest of the state. People of color make up nearly half of the total population: 17% are Hispanic/Latinx, 15% are Black, 6% are two or more races (which generally includes Native American as one of the races), 4% are Native American, and 4% are Asian or another race. Tulsa's child population has already reached the point of majority-minority status, with two-thirds of children under age 18 being non-white.

For a city to successfully evolve into a whole, healthy, and equitable community, it must understand and acknowledge its practices, policies, and systems that contribute to disparate outcomes and opportunities for different segments of its population. Equality Indicators is Tulsa's effort to identify where disparate outcomes and opportunities exist and to acknowledge which populations have been disadvantaged. Ultimately, this initiative aims to empower both the City and other Tulsa service providers to delve deeper into the issues identified, determine the forces driving inequities, and dismantle those forces to create equity for all.

TOWARD GREATER EQUALITY FOR ALL TULSANS

Tulsans are a fair, compassionate, and generous people who believe in equal opportunity for all. Equal opportunity, however, does not always produce equitable outcomes. Equal opportunity doesn't necessarily recognize the diverse and unique sets of needs that must be met to make equitable outcomes possible. For example, it may be equal opportunity to provide the same reading lesson to all third graders, but it is not reasonable to expect equal outcomes for a child who is still learning the English language compared to a native English-speaking third grader. The Tulsa Equality Indicators helps the City and other service providers identify areas that need to be targeted for improvements to policy or practice, not only to ensure equal opportunity but also to make possible equitable outcomes for all Tulsans.

Tulsa Mayor G.T. Bynum has described the Equality Indicators project as an important national partnership for Tulsa as we work to ensure that all Tulsans have access to the services and opportunities they need for a fulfilled life, regardless of race, ethnicity, gender, ability, socioeconomic status, or geographic location. As noted by the American Public Health Association in observance of National Public Health Month, "the research is crystal clear: People's health, longevity and well-being are connected to their communities — the places we live, learn, work, worship and play. Whether it's healthy housing, clean drinking water or safe places for kids to play, many opportunities to improve health happen far outside the doctor's office. In fact, some of the greatest opportunities to create the healthiest nation start with smart policies that prioritize people's health."

What does equality look like in Tulsa today? How do we measure it? To answer these questions, the City of Tulsa and the Community Service Council, using the methodology developed by CUNY ISLG, created the Tulsa Equality Indicators tool, a longitudinal analytic framework for measuring inequalities that has been customized to specifically reflect the disparities experienced by Tulsa's disadvantaged populations.

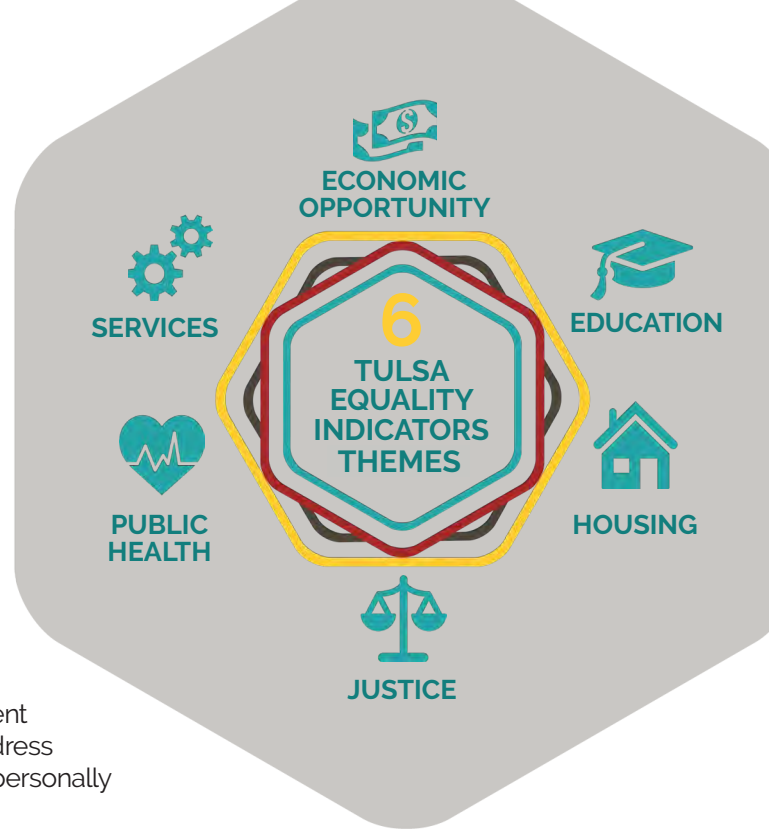
By systematically measuring inequality among different groups in Tulsa, we can gain clarity on what conditions exist and persist today and make changes in policy and practices necessary to increase equity in our city. The primary focuses, or "themes" of the Tulsa Equality Indicators framework are: Economic Opportunity, Education, Housing, Justice, Public Health, and Services; and is comprised of 54 indicators spread across those areas. The EI framework and the data it incorporates provide the foundation on which Tulsa's policy leaders can develop and implement evidence-based interventions and policy solutions to reduce inequalities and disparities within Tulsa.



*To track annual progress from the baseline year, CSC maintains a public online dashboard of all findings and scores at **TULSAEI.ORG**.*

REACTION TO THE FIRST EQUALITY INDICATORS REPORT

Following the release of the first Tulsa Equality Indicators Report in April 2018, the City of Tulsa and CSC have given dozens of presentations of the baseline findings to a range of audiences, including five City of Tulsa Title V Commissions, City Councilors' Town Halls, the Oklahoma African American Democratic Federation, Tulsa Young Professionals, and various social service organizations, coalitions, and neighborhood groups. Presentations were customized to address the particular interests and concerns of each audience. The Equality Indicators were also represented at larger events, including Reading Partners' Disparity in Reading Proficiency panel presentation, Leadership Tulsa's Good News Summit, and ACTION Tulsa team training. The City of Tulsa and many organizations are using the Equality Indicators to help guide their strategic planning efforts. All audiences were extremely engaged, asked thoughtful and pertinent questions, and were eager to learn how the City planned to address the disparities. Many audience members reported that they have personally experienced or observed the disparities noted in the report.



Notably, the release of the 2018 Equality Indicators report has contributed to ongoing dialogue around disparities in local policing. Concerned citizens participated in a special meeting on community policing, using the Equality Indicators as a data reference, and in March 2019, the Tulsa City Council unanimously voted to conduct a set of four special meetings this summer to examine local arrest and use of force trends, as well as the representation of women and racial and ethnic minorities on the police force. Residents will be given an opportunity prior to each meeting to express their concerns and share their experiences regarding policing in Tulsa.

Through this engagement, the City and CSC received many thoughtful recommendations for potential changes to indicators in the framework. After judicious consideration of all feedback, several indicators were replaced or revised when the proposed change better captured an inequality issue experienced in Tulsa. Not all proposed changes resulted in a revision, and the majority of indicators remain the same. Any indicators that were revised in 2019 were also re-analyzed accordingly for 2018 in order to ensure consistent comparison between the two years. In addition to the results and scores for 2019, the revised results and scores for 2018 are included in this report.



A LOOK BACK OVER THE PAST YEAR SINCE RELEASE OF FIRST REPORT

- The City of Tulsa released its Resilience Tulsa strategy, with 41 actionable improvements focusing on racial equity.
- The City established the Mayor's Office of Resilience & Equity (MORE) to implement the Resilient Tulsa strategy, address discrimination complaints, and support the work of important City commissions.
- The City launched the New Tulsans Initiative to strengthen connections between Tulsa's community of immigrants and long-term residents.

A LOOK BACK OVER THE PAST YEAR SINCE RELEASE OF FIRST REPORT

Confronting Historic Racism

- Mayor Bynum opened an active investigation into alleged mass graves associated with the Tulsa Race Massacre.
- The Tulsa City Council revisited its previous efforts to rename Brady Street (formerly named after Tate Brady, a KKK member and Tulsa businessman), settling on "Reconciliation Way," and downtown business owners changed the name of the Brady Arts District to the Tulsa Arts District.
- Black historians successfully advocated for changing the name of the "Tulsa Race Riot" to the "Tulsa Race Massacre."
- Tulsa Public Schools renamed Chouteau, Columbus, Lee, and Jackson elementary schools.
- The City conducted 27 Racial Equity Dinners attended by over 275 Tulsans around the region to discuss racial inequity and unity with faith community partners.
- Tulsa won the Bloomberg Philanthropies 2018 Public Art Challenge, receiving \$1 million for an upcoming exhibition titled "The Greenwood Art Project," which will commemorate Black Wall Street.

Justice

- Additional police resources are a critical element of improving community policing. The City has funded in consecutive years the largest expansions of police hiring in Tulsa's history – 90 new officers funded three years in a row, with an emphasis on diversity recruitment.
- Mayor Bynum has proposed establishing an Office of the Independent Monitor, to provide transparency, outreach, and oversight of accountable community policing practices.
- In 2018, the Tulsa Police Department (TPD) updated its Use of Force policy to remove Lateral Vascular Neck Restraint (LVNR), incorporate the Carotid Restraint Control Hold (CRCH), update the Use of Force Continuum, and incorporate De-escalation.
- TPD is adding interactions with the LGBTQ community to its training academy curriculum, which already includes a focus on cultural diversity; history of race relations in Tulsa; interaction with the Hispanic community; interaction with non-English speakers; immigrant culture; and interaction with the Muslim community. TPD has a LGBTQ liaison and Hispanic Outreach Coordinator.
- TPD has engaged a national consultant to implement implicit bias training, using a train-the-trainer model. Training is underway and will be a continuous practice moving forward.
- TPD has hired a Community Involvement Coordinator, and is implementing programs to improve community relations, including the Police Athletic League (PAL), MPACC Youth Forum, Project Trust, SRO, Coffee with Cops, and CopChat.
- The City has established a Citizen Advisory Board, which meets with TPD leadership to discuss community policing and public safety priorities, as well as Citizen Action Groups in each uniform division.
- TPD is working in partnership with the Tulsa County Criminal Justice Collaborative to reduce jail and prison overcrowding through systematic reform.
- The City's Municipal Court created a cost administration program, which provides every citizen who comes to court an individualized review of their ability to pay and dedicated staff to help with individualized payment plans and fines/fees forgiveness. The Court is also working to reduce pre-trial incarceration and, through its Special Services Docket, providing support to citizens who are homeless or struggling with mental health and substance abuse challenges.
- The City Council and Municipal Court partnered with area agencies to host an Expungement Expo, to help those who face barriers to improving their quality of life due to a criminal record.
- The City partnered with 12 & 12 to open the new Sobering Center. In its first seven months, the Sobering Center served 456 individuals who would have otherwise been candidates for arrest.
- The Tulsa City Council unanimously voted to hold special meetings based on Equality Indicators' Justice theme, focusing on arrest patterns, use of force, and minority officer recruitment.

Economic and Community Development

- North Tulsa has been the focus of the City's economic development efforts and the engine for job growth in the entire region over the last year. In just the last year, Muncie Power Products, Amazon, Greenheck Group, American Airlines, Spirit Aerosystems, Whirlpool, Milo's Tea, and QuikTrip, have announced over 2 million square feet of new construction or expansion and the creation of more than 3,000 new jobs, all in north Tulsa. City staff and Tulsa Transit are actively discussing opportunities to increase transit service to these growing employment hubs, so that Tulsans who have no or limited access to personal transportation are able to access these job opportunities.

- The City of Tulsa, in partnership with the Tulsa Housing Authority (THA), was one of five cities to receive the coveted Choice Neighborhoods Implementation Grant from the U.S. Office of Housing and Urban Development (HUD). THA and the City will utilize the \$30 million award, matched with other public and private investments, to help revitalize and transform Tulsa's Eugene Field neighborhood.
- In September, Tulsa will open one of the first dozen bus rapid transit lines in the United States, with service intervals every 12-15 minutes. The Aero will start at 56th Street North and run down Peoria to 81st Street South, opening up transportation access and job opportunities along the corridor. The service will be launched with a month of free access.
- The City commissioned an analysis of the local retail landscape and is outlining opportunities for commercial revitalization, including in transitional retail areas, which are traditionally underserved and have the potential to change by creating or expanding commercial districts through zoning, infrastructure investment and redevelopment.
- Tulsa Community WorkAdvance announced the launch of two, no-cost workforce initiatives and the expansion of its customer training space.
- Due North will create partnerships between community-based organizations, businesses, elected officials and schools to provide north Tulsa residents with the soft skills, life skills and technical training needed for stable employment. Those enrolling in training will earn industry credentials, and transportation will be provided for participants.
- NextUp is a program that works to find jobs for 18-to-24-year-olds who are not working or in school. Recruitment efforts will be focused on foster children aging out of state assistance and high school graduates without plans for work or continuing education.
- The City relaunched the Small Business Enterprise (SBE) Program in 2018, and created an SBE Oversight Committee to ensure continuous program improvement. The SBE program provides support for small businesses in City contracting and provides a framework to track utilization goals.
- The City received a planning grant from the Cities for Financial Empowerment (CFE) Fund, to embed systemic financial empowerment programs and policies into city services to improve individual and family financial stability.
- In 2019, the City will equip and fully staff the Chamberlain Recreation Center in far north Tulsa for the first time since 2014, reversing a decade of disinvestment in City parks.
- Tulsa's Urban Data Pioneers (UDP) program was internationally recognized as one of the most innovative and effective approaches to citizen engagement and municipal problem-solving. The UDP program is tackling persistent community challenges with data, including using City utility data to predict neighborhood instability, and to help lower the City's high rates of eviction.

Health

- Ground was broken on a new Community Health Connection center in east Tulsa that will operate with a sliding fee schedule.
- The City's first responders continued the progress of the Community Response Team (CRT), a mobile mental health co-responder unit that responds to people who have emergent mental health needs. The team complements CARES, a collaborative program that aims to reduce the number of calls made by "super users," people who call 911 more than 15 times per year for mostly nonemergency situations.
- The City partnered with Mental Health Association Oklahoma and the Hardesty Family Foundation to deploy new mental health resources with the Police and Fire departments. The Hardesty Grant funded Diversion First program is funding a Police and Fire Clinical Coordinator, Rapid Response Diversion Case Manager and Diversion Peer Specialist to support first responders. This program also helps the City better serve citizens encountered through the CRT and CARES programs.
- In its first year, A Better Way program, a partnership with the Mental Health Association, provided 802 individuals experiencing homelessness an alternative to panhandling. A Better Way has secured full-time competitive employment for 66 individuals and contacted close to 250 employers. The program also helped 14 participants move from the streets into a safe place to live.
- In 2018 the Tulsa City Council passed the Healthy Neighborhoods Overlay zoning, adding regulations restricting the density of small box "dollar stores" in certain neighborhoods. In 2019 the Council passed a city-wide zoning change that allows urban agricultural community farms of up to two acres in size.
- The City of Tulsa became a Certified Healthy Business and Certified Healthy Community in 2018.

State-level Policy Change

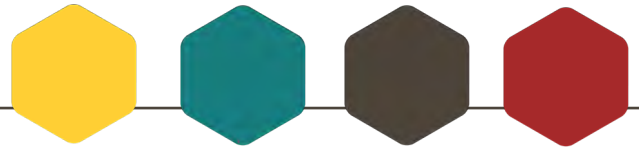
- A 2018 statewide strike by Oklahoma public school teachers resulted in the passage of historic state legislation to increase teacher salaries by \$5,000 to \$6,000.
- Oklahoma sentencing and criminal justice reform began in the 2018 Oklahoma Legislative session and is continuing in 2019 with consideration of additional sentencing reforms, as well as expanding the availability of mental health and substance abuse treatment for incarcerated felons.



Photo credit: Chad Clark

SECTION 2

METHODOLOGY



The City University of New York's Institute for State and Local Governance (CUNY ISLG) developed the original methodology for the Equality Indicators. With guidance from CUNY ISLG, this methodology was replicated in Tulsa and adapted for the local context.

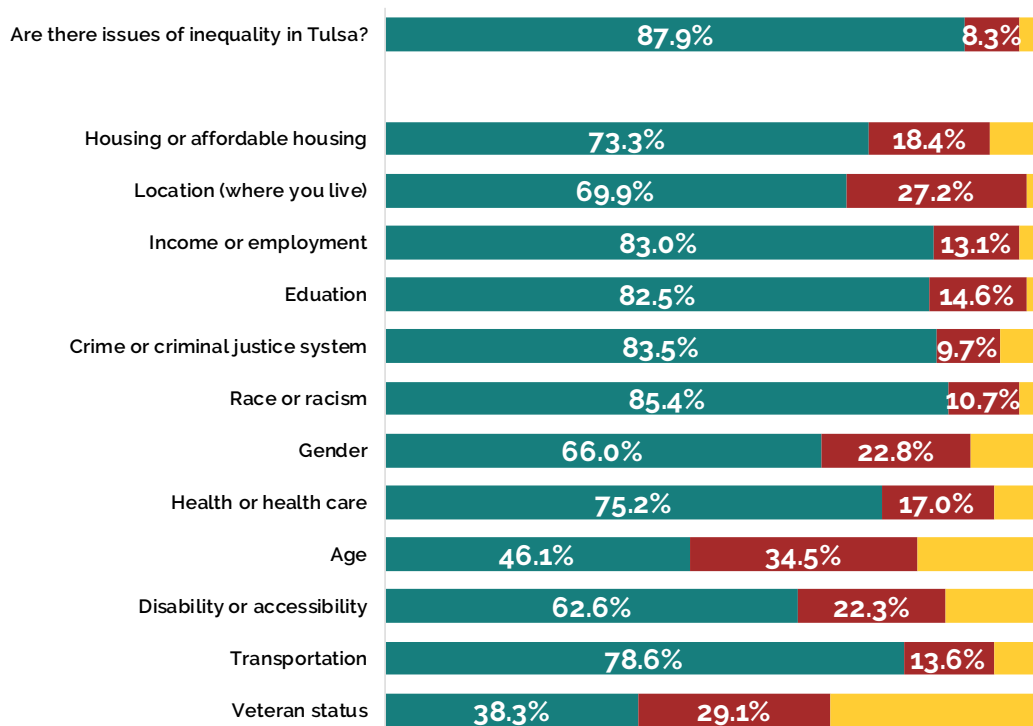
PROCESS OF DEVELOPING INITIAL FRAMEWORK FOR TULSA EQUALITY INDICATORS

With guidance from CUNY ISLG, a series of seven CSC and City-led community feedback sessions was conducted over three days in August 2017 in six different locations in north, south, east, west, and downtown Tulsa. There was a combined total attendance of 159 residents. The community feedback sessions were designed to be an open-forum for discussion about equality issues in Tulsa. Participants were invited to share their opinions on topics relevant to the Tulsa area, and ideas were captured by CSC and CUNY ISLG staff and compiled after the events.

CSC also conducted an online survey in 2017 to collect opinions about issues of inequality in Tulsa. Invitations to complete the online survey went out to several thousand people through various digital avenues. The survey was open for six weeks and received 259 responses. The community feedback sessions and the online opinion survey provided a combined total of 396 unique suggestions for possible indicators in addition to broad feedback about themes, topics, and groups.

Perceptions of Inequality in Tulsa Based on Online Survey Responses, Summer 2017

■ Yes ■ No ■ Don't know/Prefer not to answer



All public feedback was collected and analyzed to shape the initial framework for the Tulsa Equality Indicators. Indicators were then carefully selected based on the quality and availability of data.

In order to be used for analysis, the data for each indicator had to meet several criteria:

- 1) Available for Tulsa at the **city or county** geographic level;
- 2) **Quantitative** as opposed to qualitative;
- 3) Updated **annually**;
- 4) Be disaggregated by **subgroups** for comparison;
- 5) Be available from **reliable sources** such as the Census Bureau or the State Department of Health.



The 54 indicators selected are not meant to be a comprehensive accounting of all inequities in Tulsa, but are rather proxies for the range of disparate outcomes and opportunities experienced by Tulsa's disadvantaged populations.

POPULATIONS EXPERIENCING INEQUALITY

For each indicator, the Equality Indicators methodology measures disparities between two groups, and this disparity measure serves as a proxy for inequalities experienced by many groups in Tulsa. The majority of the indicators reflect a comparison between the most and least disadvantaged groups on that particular measure. The group facing disparities for the greatest number of indicators is African Americans, followed by residents of North Tulsa. The Tulsa Equality Indicators tool looks at disparities for populations according to:



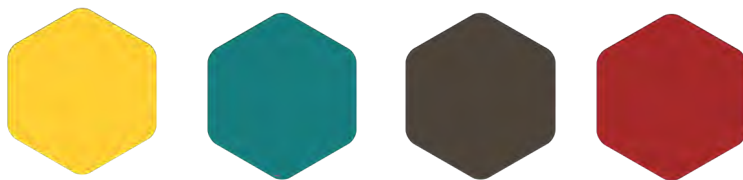
STRUCTURE OF TULSA EQUALITY INDICATORS

Each of the 54 indicators makes a comparison between two groups of people who are, generally, the most and least disadvantaged for a given issue, yielding ratios used to describe the severity of disparity between the two groups. Six broad themes serve as the foundation of the Tulsa Equality Indicators tool – these themes are:



Each theme is divided into three topics and each topic is divided again into three indicators, producing nine indicators per theme. The uniform number of indicators per topic and per theme ensures that each indicator, topic, and theme carries equal weight in calculating the overall city score.

Theme	Topic	Indicator	Theme	Topic	Indicator
Economic Opportunity	Business Development	Gender & Business Executives	Justice	Arrests	Race & Juvenile Arrests
		Geography & Sales Volume			Race & Adult Arrests
		Geography & Payday Loans			Gender & Arrests
	Employment	Race & Unemployment		Law Enforcement	Race & Tulsa Police Department Employees
		Geography & Existing Jobs			Gender & Tulsa Police Department Employees
		Geography & Labor Force Participation			Race & Officer Use Of Force
	Income	Geography & Self-Sufficiency		Safety & Violence	Children & Abuse & Neglect
		Race & Median Household Income			Race & Homicide Victimization
		Educational Attainment & Income			Geography & 911 Domestic Violence Calls
Education	Impediments to Learning	Race & Suspensions	Public Health	Health Care Access	Race & Health Insurance
		Race & Chronic Absenteeism			Geography & Emergency Room Use
		Income & Dropping Out			Veterans & Veterans Affairs Appointment Wait Time
	Quality & Opportunity	Geography & Emergency Teacher Certification		Mortality	Race & Infant Mortality
		Race & Advanced Placement Courses			Geography & Life Expectancy Past Age of Retirement
		Income & School A-F Report Card Score			Race & Cardiovascular Disease Mortality
	Student Achievement	Income & Elementary School Reading Proficiency		Well-being	Race & Teen Births
		English Proficiency & Graduation			Race & Preterm Births
		Race & College Completion			Geography & Smoking
Housing	Homeownership	Race & Homeownership	Services	Resources	Geography & Vacant Housing
		Race & Home Purchase Loan Denial			Race & Internet Access
		Income & Housing Cost Burden			Geography & Public Library Hours
	Homelessness	Race & Homeless Youth		Political Empowerment	Race & Government Representation
		Veteran Status & Homelessness			Geography & Voter Turnout
		Disability Status & Homelessness			Geography & Neighborhood & Homeowner Associations
	Tenant stability	Income & Rent Burden		Transportation	Geography & Bus Stop Concentration
		Race & Eviction			Mode Of Transportation & Commute Time
		Geography & Housing Complaints			Race & Vehicle Access



DATA SOURCES

The data for most of the indicators are from publicly available sources, ranging from government agencies to Census surveys, but some data were provided by request. Annually collected data are used to score the indicators. Tracking these measures from year to year enables progress to be assessed at regular intervals.

The most recently available data at the time of data collection are used; however, that year is not uniform across sources. For this year's report, much of the annual data is from 2017, but in some cases the most recent data available are from 2015 or 2018. Additionally, education data for one school year takes place over portions of two separate calendar years (e.g., school year 2017-18 includes the fall semester of 2017 and the spring semester of 2018). Population estimates from the U.S. Census Bureau's American Community Survey for the relevant time period are used to calculate population rates where appropriate.

All data refer to City of Tulsa unless otherwise noted. See Appendix B for a full list of data sources, including providers and reporting timeframes.

HOW INFORMATION IS REPORTED

With this second annual report, the Tulsa Equality Indicators tool can now score each indicator in two ways: a static score for each year, and a score measuring change from the baseline.

As described by CUNY ISLG, there are two primary benefits to scoring. First, it allows for different types of data using different metrics to be reported in a standard way. Second, scoring allows for findings to be aggregated to produce results at successively higher levels.

— STATIC SCORES

All 54 indicators are reported as ratios that reflect a comparison of outcomes for two groups – generally the most and least disadvantaged for a given indicator. Ratios are converted to scores using the scoring system developed by CUNY ISLG. (See Appendix C for the ratio-to-score conversion table.) Higher ratios correspond to greater disparity and lower scores. For instance, a ratio of 1:1 indicates equality, while a ratio of 5:1 indicates that a group is five times as likely to experience a particular outcome.

Static scores at higher levels are produced by averaging the scores one level below them. This means that static topic scores equal the average of their three indicators' scores and static theme scores equal the average of their three topics' scores. The six themes are averaged to produce the static citywide score each year. Each indicator, topic, and theme, as well as the city, is scored from 1 to 100, with 1 being the highest possible inequality and 100 being the highest possible equality.

It is important to understand what the scores tell us and what they don't tell us. They only measure disparities between two comparison groups for each indicator – they do not measure outcomes for all Tulsans overall. What this means is that a high score indicates high levels of equity between the two comparison groups, but it doesn't necessarily equate to ideal outcomes overall. For instance, Indicator 23: Veteran Status & Homelessness improved from a score of 86 last year to 100 in this year's report, indicating that veterans are no more likely to experience homelessness in Tulsa than non-veterans. This is certainly a good thing, but the ultimate goal is for no one, veteran or not, to experience homelessness. Tulsa's overall homeless rate could be very high but still receive a score a 100 if the level of homelessness was equal between the two comparison groups for that indicator, veterans and non-veterans.

— CHANGE SCORES

Change scores at each level are calculated by subtracting the baseline year's score from the current year's score, and can reflect positive change (represented by a positive number), negative change (a negative number), or no change (score of 0). The Equality Indicators tool can measure the amount of change in the level of disparity, but it cannot attribute that change to any specific policy or practice without extensive research and evaluation beyond the scope of this tool.

Changes in outcomes may not be notable from one year to the next. This is because change tends to happen incrementally and over a longer period of time. Changes in outcomes are also not reflected in real time, because many data sources are updated on a delayed timeline. Change scores reported this year may reflect changes that actually occurred two or three years ago, and may not always align with what residents are currently experiencing. Data years for all indicators in this report are included along with the findings.

SECTION 3

INDICATOR AND DATA REVISIONS

As previously mentioned, we received a number of recommendations for changes to certain indicators from community members and subject matter experts. As a result of careful consideration, seven of the original indicators included in the 2018 report have been replaced for 2019 with new indicators that serve as better proxies for inequalities in Tulsa. Another indicator was replaced because its data source will no longer be available annually. All eight of these new indicators fall within the same themes as those they replaced, however, three topic groupings and labels were adjusted to better represent the new sets of indicators. (See table on next page for specific indicator changes.)



Two topics from the **Housing** theme were relabeled to more appropriately represent their revised sets of indicators. Topic 1: "Affordability" from the baseline report changed to "Homeownership," and Topic 3: "Availability" changed to "Tenant Stability."



From the **Services** theme, Topic 1: "Public Works" in the baseline report was relabeled "Resources" to better describe its indicators.

Several other types of changes were made. The baseline scores for several indicators were updated slightly to reflect revisions to data sources or corrections to underlying analyses. In terms of the former, data sources were changed in instances where the original data source became permanently unavailable, or when more meaningful data became available.



For example, in 2019 we replaced the data source for two **Education** indicators looking at student outcomes – Indicator 10: Race & Suspensions and Indicator 12: Income & Dropping Out – because we were able to access data at the student level (rather than at the school level) for the first time. For certain indicators, we changed which groups were compared.

Changes to comparison groups were made when there was an ongoing concern about a small sample size for one of the populations. For example, the sample size used for the Asian Tulsan population represented in the American Community Survey's 1-year estimates tends to be relatively small, potentially skewing our analyses for several indicators. In these instances, we replaced the group with the small sample size with the group with the next highest or lowest outcomes, depending on the indicator definition.



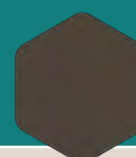
Finally, we also made minor changes to a few indicator definitions for clarity. For instance, the definition for **Public Health** theme's Indicator 37: Race & Health Insurance changed from a comparison of the percentage of adults age 18-64 with health insurance coverage to the percentage of the total population with health insurance coverage because the data source, the U.S. Census Bureau, changed the age categories available for that topic.

In all cases, if an indicator and its score were revised for 2019, they were also revised for the baseline year in order to maintain comparability across years. And as a result, baseline scores for associated topics and themes, and for the city were also revised. It is important to note that making these revisions means that some of the baseline values and scores reported in the 2019 report are different from those initially reported in 2018.



The **Justice** theme's Indicator 33: Race & Officer Use of Force has received a great deal of attention over the past year in Tulsa. According to the Tulsa Police Department (TPD) 2017 Internal Affairs Annual Report, use of force occurs when an officer uses "intermediate force," which includes pain compliance techniques and involves some possibility of injury to subject, or "great force," which is likely to cause great bodily injury or death. A use of force rate can be calculated in a number of different ways, including: 1) number of use of force incidents/total population; 2) number of use of force incidents/total number of arrests; 3) number of use of force incidents/total number of contacts with police. Equality Indicators calculates the rate using total population as the denominator - using arrest rates as a denominator can be misleading because it excludes contacts with police that do not result in arrest and may skew results to mirror disparities in arrest rates. Using population as the denominator more accurately reflects the overall social and public health impact of use of force on the entire community. However, because TPD chooses to calculate its use of force rates by using total number of arrests as the denominator, we are including those rates in the notes section of the indicator for reference. We encourage the consideration of all possible rate calculations to have a more nuanced discussion of this complicated and important issue.

INDICATOR REPLACEMENTS



ORIGINAL INDICATOR	REPLACEMENT INDICATOR	RATIONALE
Indicator 11: Race & Student Mobility	Indicator 11: Race & Chronic Absenteeism	Informed by education data experts that chronic absenteeism is a more comprehensive indicator of future academic success than is student mobility
Indicator 25: Race & Overcrowding	Indicator 21: Income & Housing Cost Burden	Received public feedback that the way 'overcrowding' is typically measured does not account for cultural differences in extended family living arrangements
Indicator 26: Geography & Housing Choice Vouchers	Indicator 26: Race & Eviction	Received public feedback that the challenge of eviction is a more direct measure of housing-related inequalities for Tulsans than is the issue of housing choice vouchers by geography
Indicator 42: Race & Heart Disease Mortality	Indicator 42: Race & Cardiovascular Disease Mortality	Based on our continued research on this topic, concluded that using heart disease offered too narrow a scope, and that it would be more meaningful to use the broader category of cardiovascular disease that includes both heart disease and other major health conditions plaguing Tulsans especially cerebrovascular disease
Indicator 44: Race & Low Birthweight	Indicator 44: Race & Preterm Births	Informed by maternal and child health experts that the prevalence of preterm births is a better predictor of future health outcomes than is low birthweight
Indicator 47: Geography & Public City Parks with Playgrounds	Indicator 47: Race & Internet Access	Determined through discussion with City Council members and the public that Geography & Public City Parks with Playgrounds did not accurately capture an inequality in access to green space as it was initially intended; replaced with Race & Internet Access as a better indicator of access to opportunities for Tulsans
Indicator 50: Race & Voter Registration	Indicator 50: Race & Voter Turnout	Based on our continued research on this topic, concluded that voter registration is too restrictive a measure as it only assesses the number of new voter registrations for the year, whereas voter turnout directly measures total voter engagement in the form of casting a ballot, ultimately a more meaningful indicator of political empowerment
Indicator 54: Geography & Bikeability	Indicator 54: Race & Vehicle Access	Informed that updated annual data for bikeability by geography will no longer be publicly available; replaced with Vehicle Access in order to look at disparities in transportation access in another way

SECTION 4

FINDINGS

41.74
OUT OF
100

The 2019 Equality Indicators score for the City of Tulsa is 41.74 out of 100 – an improvement from 40.02 in 2018. Of the six themes, Public Health has the highest score at 50.56 (up from 46.33 in 2018), followed by Education at 43.67 (up from 39.00), Housing at 42.11 (down from 42.78), Services at 40.33 (up from 37.67), Economic Opportunity at 39.89 (up from 39.00), and Justice at 33.89 (down from 35.33). It is important to remember that although each theme score is determined by the scores of its nine indicators equally, a change in a theme score can potentially result from a substantial change in individual indicators.

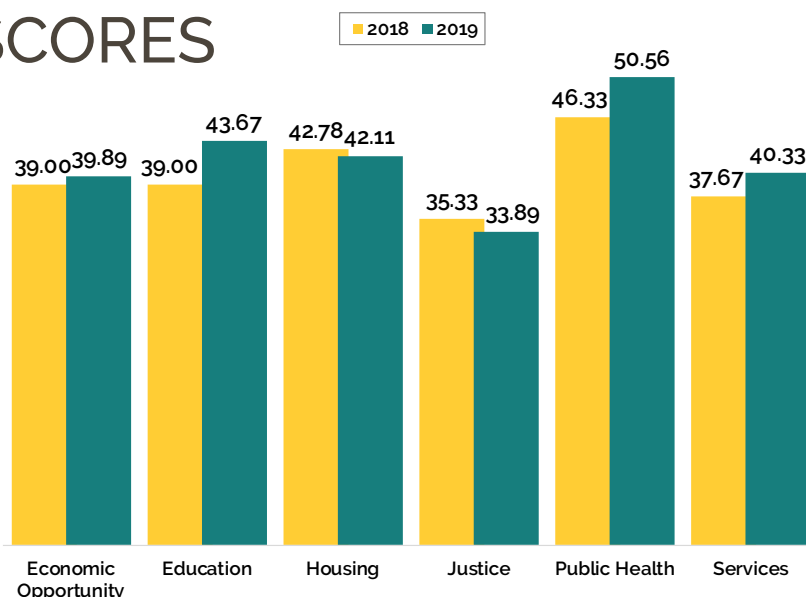
CITY LEVEL SCORE: 41.74

2019 City Score: 41.74

2018 City Score: 40.02

Change Score: +1.72

THEME SCORES



The two indicators that focus on veterans as a comparison group—Indicator 23: Veteran Status & Homelessness, and Indicator 39: Veterans & Veterans Affairs Appointment Wait Time – each received a score of 100 this year, indicating a state of equality in those areas. Scores increased from baseline for 26 indicators, decreased for 18, and remained the same for 10. Each theme saw some positive and negative change within its indicators.

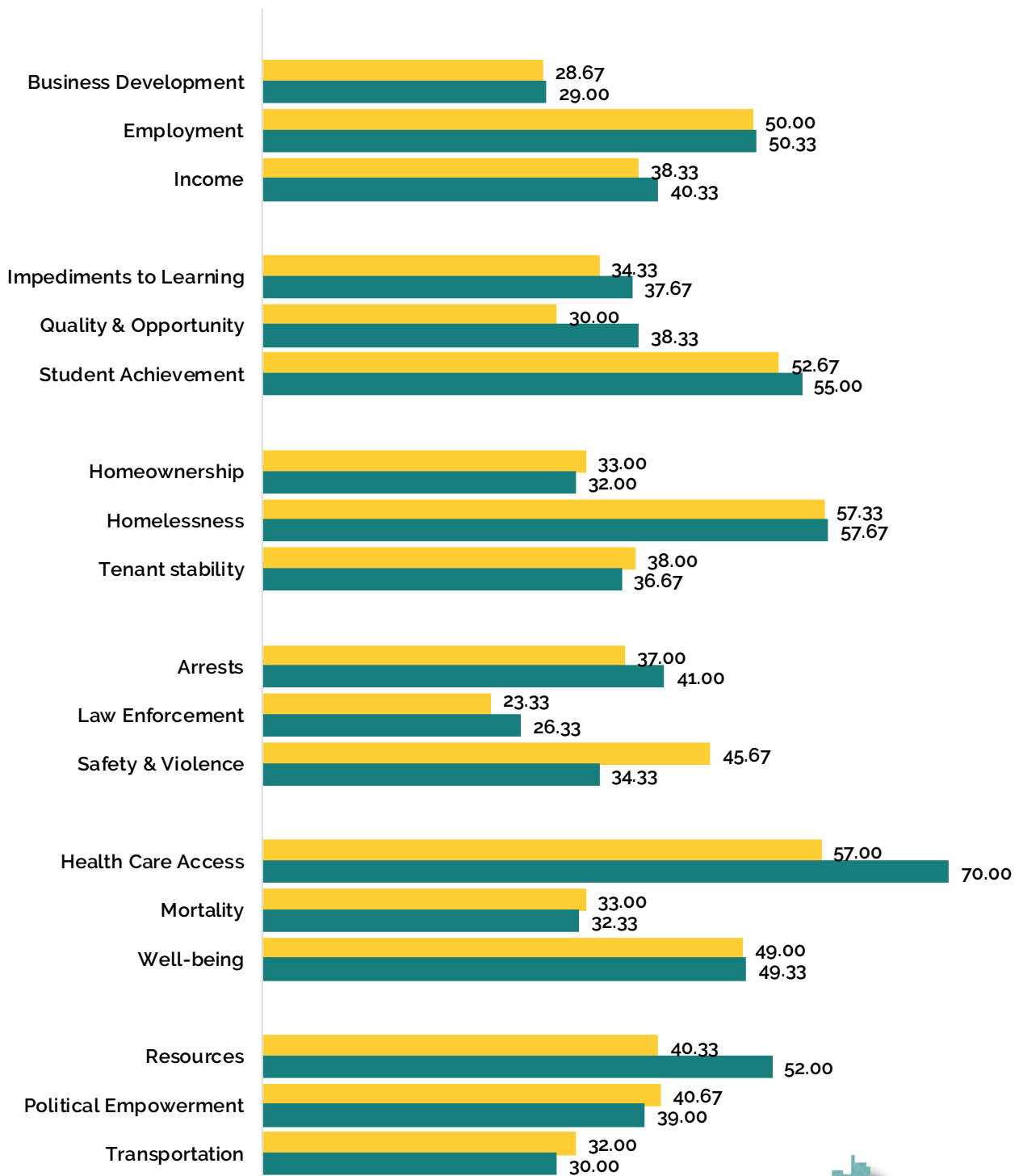
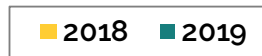
The highest positive change scores were observed for the following indicators:

- Indicator 39: Veterans & Veterans Affairs Appointment Wait Time and Indicator 47: Race & Internet Access (both +32),
- Indicator 14: Race & Advanced Placement Courses (+21),
- Indicator 23: Veteran Status & Homelessness and Indicator 33: Race & Officer Use of Force (both +14)
- Indicator 30: Gender & Arrests (+11), and
- Indicator 18: Race & College Completion and Indicator 44: Race & Preterm Births (both +10).

The highest negative change scores were observed for the following indicators:

- Indicator 34: Children & Abuse and Neglect (-20),
- Indicator 35: Race & Homicide Victimization (-15)
- Indicator 22: Race & Homeless Youth (-13)
- Indicator 20: Race & Home Purchase Loan Denial and Indicator 45: Geography & Smoking (both -9)
- Indicator 16: Income & Elementary School Reading Proficiency (-8)
- Indicator 53: Mode of Transportation & Commute Time (-7)

TOPIC SCORES



THEME 1

ECONOMIC OPPORTUNITY



Economic opportunity examines inequity in such areas as income, employment, and workplace advancement. Intractable, long-standing economic hardship can make upward economic mobility difficult to achieve. Generational poverty can develop and pass along the burden, further entrenching financial insecurity. Progress towards equality stalls when economic opportunity declines. The Economic Opportunity theme analyzes inequalities by gender, geography, race, and educational attainment. The three topics in the Economic Opportunity theme are [Business Development](#), [Employment](#), and [Income](#).

THEME SCORES

2019: 39.89

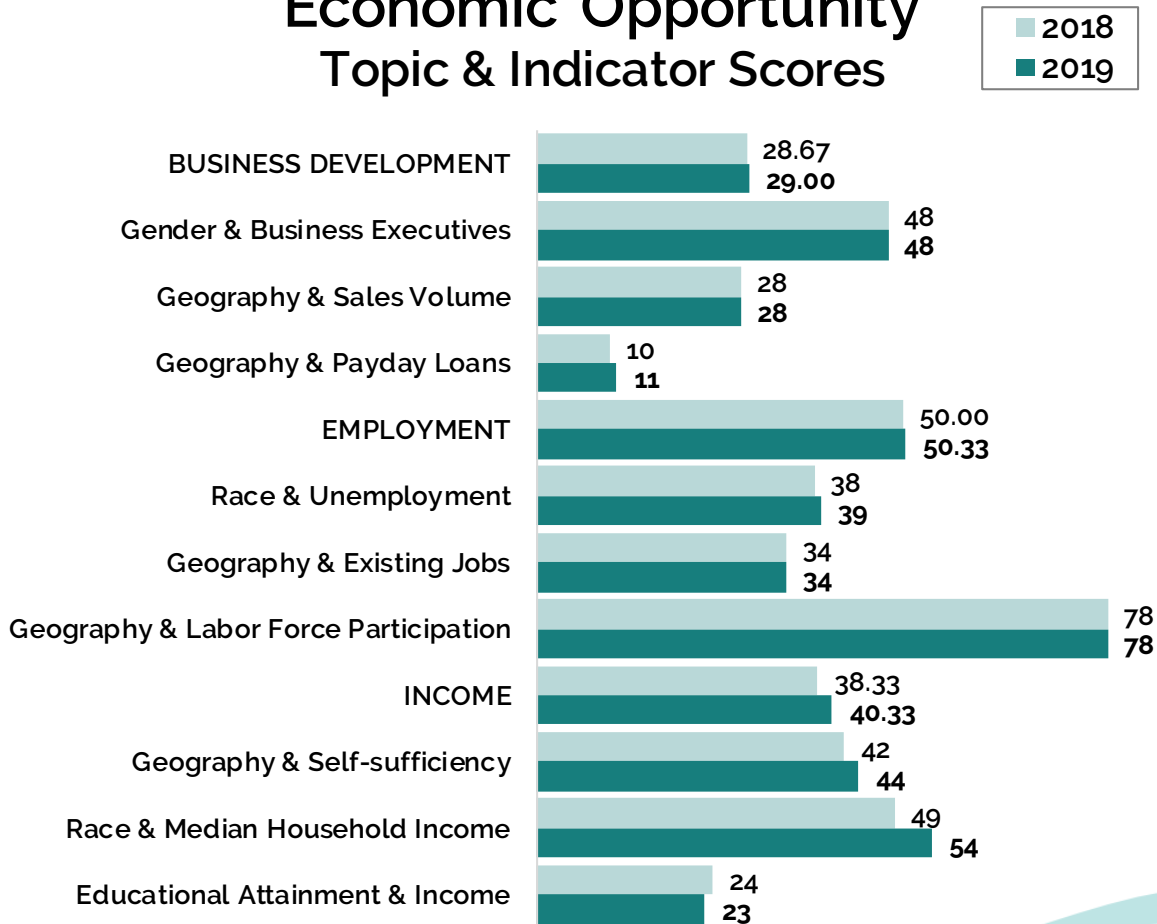
2018: 39.00

CHANGE

SCORE

+0.89

Economic Opportunity Topic & Indicator Scores



TOPIC 1: BUSINESS DEVELOPMENT

Business development has an impact on both social and economic well-being. Gender equality in business development means greater parity in access to leadership roles and economic advancement. Small businesses play an important role in the community by providing jobs and keeping money local. Finally, payday loans, often referred to as "predatory lending," tend to create a cycle of dependency and limit opportunities for accumulation of wealth. The indicators in the Business Development topic are [Gender & Business Executives](#), [Geography & Sales Volume](#) and [Geography & Payday Loans](#).

TOPIC SCORES

2019: 29.00

2018: 28.67

CHANGE

SCORE

+0.33

INDICATOR 1	Gender & Business Executives		
DEFINITION	Ratio of rates of male to female business executives per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	48	48	0
RESULTS	Male executives: 66.8 Female executives: 36.6 Ratio: 1.823	Male executives: 72.1 Female executives: 39.6 Ratio: 1.819	
DATA SOURCE	ReferenceUSA, U.S. Businesses Database, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates		

INDICATOR 2	Geography & Sales Volume		
DEFINITION	Ratio of rates of businesses with sales revenues less than \$10 million in midtown and north Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	28	28	0
RESULTS	Midtown Tulsa: 85.7 North Tulsa: 22.5 Ratio: 3.809	Midtown Tulsa: 85.2 North Tulsa: 22.3 Ratio: 3.821	
DATA SOURCE	ReferenceUSA, U.S. Businesses Database, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates		

INDICATOR 3	Geography & Payday Loans		
DEFINITION	Ratio of rates of banks to payday lending establishments per 1,000 population in south to north Tulsa		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	10	11	+1
RESULTS	South Tulsa: 11.4 North Tulsa: 1.5 Ratio: 7.600	South Tulsa: 11.0 North Tulsa: 1.5 Ratio: 7.333	
DATA SOURCE	ReferenceUSA, U.S. Businesses Database, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates		

TOPIC 2: EMPLOYMENT

While racial disparities certainly persist in the workforce, geography plays a large role, too. Geography reflects a demographic expression of the racial and wealth distribution of housing patterns. The unemployed population includes those who are not currently working but are actively seeking work. Labor force participation includes both the employed and unemployed. The indicators in the Employment topic are [Race & Unemployment](#), [Geography & Existing Jobs](#), and [Geography & Labor Force Participation](#).

TOPIC SCORES

2019: 50.33

2018: 50.00

CHANGE

SCORE

+0.33

INDICATOR 4	Race & Unemployment		
DEFINITION	Ratio of Black to White unemployment rates		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	38	39	+1
RESULTS	Black: 12.6% White: 5.4% Ratio: 2.333	Black: 12.4% White: 5.6% Ratio: 2.214	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates		

INDICATOR 5	Geography & Existing Jobs		
DEFINITION	Ratio of rates of existing jobs in midtown to north Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	34	34	0
RESULTS	Midtown Tulsa: 979.8 North Tulsa: 332.6 Ratio: 2.946	Midtown Tulsa: 979.8 North Tulsa: 332.6 Ratio: 2.946	
DATA SOURCE	U.S. Census Bureau, LEHD Origin-Destination Employment Statistics, 2002-2015, https://onthemap.ces.census.gov , LODES 7.3; U.S. Census Bureau, 2016 American Community Survey 5-Year Estimates		
NOTE	The U.S. Census Bureau did not release an update to this data source this year, so the same results are reported for both report years. Annual updates are expected for subsequent reports.		

INDICATOR 6	Geography & Labor Force Participation		
DEFINITION	Ratio of labor force participation rates in midtown to north Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	78	78	0
RESULTS	Midtown Tulsa: 66.5% North Tulsa: 57.5% Ratio: 1.157	Midtown Tulsa: 66.5% North Tulsa: 58.2% Ratio: 1.143	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates		

TOPIC 3: INCOME

In Tulsa, a self-sufficient level of income is estimated at roughly 200% of the federal poverty level based on CSC's research. Many families living below 200% of poverty depend on public assistance to help meet their needs. Educational attainment can have a significant impact on employability and household financial stability. The indicators in the Income topic are:

[Geography & Self-sufficiency](#), [Race & Median Household Income](#) and [Educational Attainment & Income](#).

TOPIC SCORES

2019: 40.33

2018: 38.33

CHANGE

SCORE

+2.00

INDICATOR 7	Geography & Self-sufficiency		
DEFINITION	Ratio of percentages of individuals with incomes at or above 200% of poverty in south to north Tulsa		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	42	44	+2
RESULTS	South Tulsa: 72.9% North Tulsa: 37.0% Ratio: 1.970	South Tulsa: 72.7% North Tulsa: 37.9% Ratio: 1.918	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates		

INDICATOR 8	Race & Median Household Income		
DEFINITION	Ratio of White to Black median household income		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	49	54	+5
RESULTS	White: \$51,053 Black: \$28,399 Ratio: 1.798	White: \$51,744 Black: \$30,902 Ratio: 1.674	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates		
NOTE	The least disadvantaged comparison group from the 2018 report, Asian, was revised to White because the relatively small sample size for the Asian population produced a very high margin of error and great inconsistency from one year to the next.		

INDICATOR 9	Education Attainment & Income		
DEFINITION	Ratio of poverty rates for individuals with a high school diploma or less to individuals with a college degree		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	24	23	-1
RESULTS	High school diploma or less: 22.9% College degree: 5.2% Ratio: 4.404	High school diploma or less: 23.3% College degree: 5.0% Ratio: 4.660	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates		

THEME 2 EDUCATION



Education serves as the gateway to equality and a more inclusive society. Educating students and nurturing their curiosity for lifelong learning and achievement is a central function of school systems. Many factors, both inside and outside of the school system, impact how students experience their formal education. The Education theme analyzes inequalities by race, income, English proficiency, and geography. The three topics in the Education theme are [Impediments to Learning](#), [Quality & Opportunity](#) and [Student Achievement](#).

THEME SCORES

2019: 43.67

2018: 39.00

CHANGE

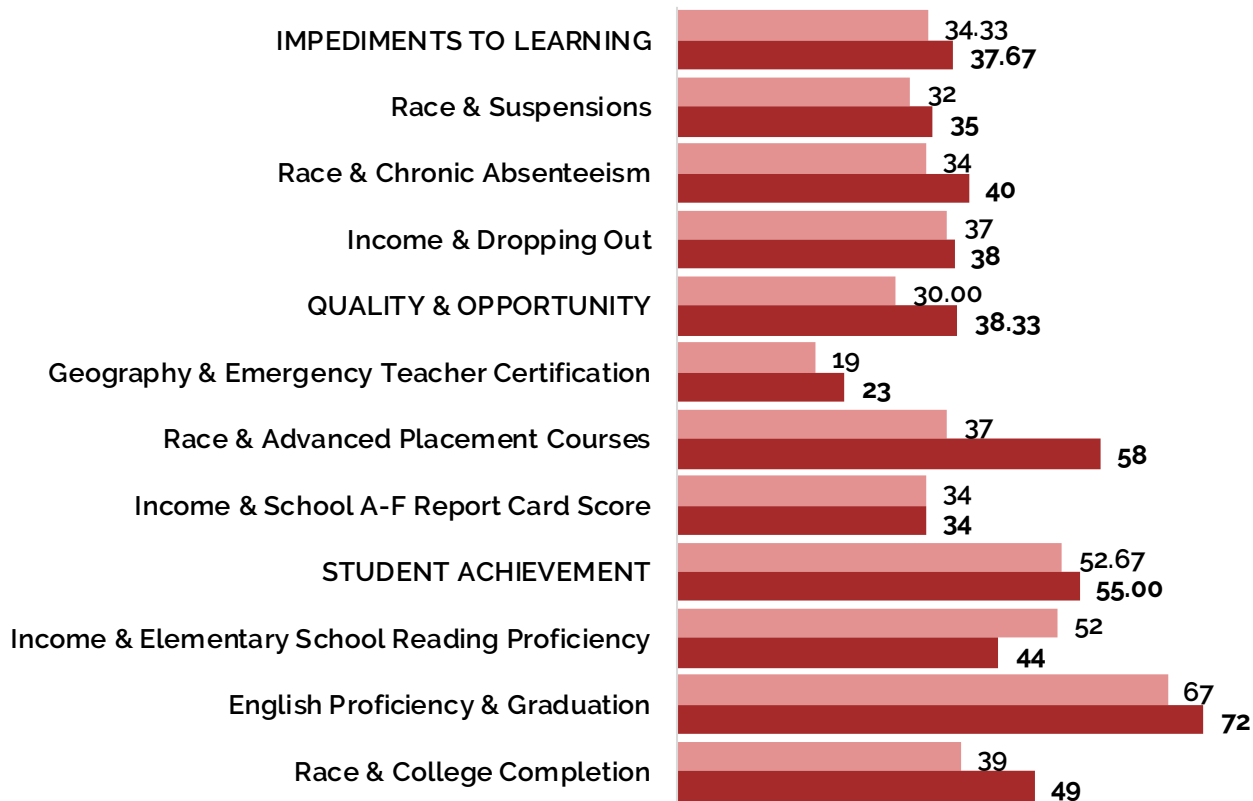
SCORE

+4.67

Education Topic & Indicator Scores

2018

2019



TOPIC 1: IMPEDIMENTS TO LEARNING

Impediments to learning include circumstances that remove students from the classroom. Racial and economic disparities exist in suspensions, chronic absenteeism, and dropout rates. Irregular classroom time can have a negative effect on both immediate and long-term student success. In addition to impacting the suspended, absent, and dropped-out students, these events can cause direct and indirect disruptions to the rest of the students in the class. The indicators in the Impediments to Learning topic are [Race & Suspensions](#), [Race & Chronic Absenteeism](#) and [Income & Dropping Out](#).

TOPIC SCORES

2019: 37.67

2018: 34.33

CHANGE

SCORE

+3.33

INDICATOR 10	Race & Suspensions		
DEFINITION	Ratio of suspension rates of Black to Hispanic students		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	32	35	+3
RESULTS	Black: 14.9% Hispanic: 4.6% Ratio: 3.239	Black: 13.7% Hispanic: 4.9% Ratio: 2.796	
DATA SOURCE	Tulsa Public Schools, Suspension counts for SY 2016-17 & SY 2017-18 (by request)		
NOTE	This indicator has changed in two ways for the 2019 report. First, due to better data availability, we were able to compare suspension rates at the student level rather than at the school level, which we initially did in 2018. Based on this revised analysis, it was revealed that the greatest disparity in the baseline year was between Black and Hispanic students, rather than between Black and White students (which were the groups identified when the comparison was by school).		

INDICATOR 11	Race & Chronic Absenteeism		
DEFINITION	Ratio of chronic absenteeism rates of Native American to Asian/Pacific Islander students		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	34	40	+6
RESULTS	Native American: 31.1% Asian/Pacific Islander: 10.7% Ratio: 2.907	Native American: 28.9% Asian/Pacific Islander: 14.4% Ratio: 2.010	
DATA SOURCE	Oklahoma State Department of Education, Oklahoma School Report Card, SY 2017-18; Tulsa Public Schools, Chronic absenteeism counts, SY 2016-17 (by request)		

INDICATOR 12	Income & Dropping Out		
DEFINITION	Ratio of dropout rates for economically disadvantaged to not economically disadvantaged students		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	37	38	+1
RESULTS	Lower income: 18.7% Higher income: 7.5% Ratio: 2.493	Lower income: 16.7% Higher income: 7.1% Ratio: 2.352	
DATA SOURCE	Tulsa Public Schools, Dropout counts for SY 2015-16 & 2016-17 (by request)		
NOTE	Economically disadvantaged students are defined as those qualifying for the free and reduced lunch program. Due to better data availability, we were able to compare dropout rates at the student level rather than at the school level, which we initially did in 2018.		



TOPIC 2: QUALITY & OPPORTUNITY

Various standards exist to measure educational quality and opportunity, locally and nationally. Students are often tested on an individual basis, and aggregate measures of schools, teachers, and/or students are used to evaluate the overall performance of an education system. A school's quality can also be evaluated according to the resources and opportunities it provides its students. High school students who have access to AP courses have the opportunity to earn college credits before starting college, which benefits them both academically and financially. Ongoing state budget issues continue to greatly impact the financial health and the resources available to Oklahoma public schools. Across the state, public schools continue to experience a shortage of experienced and degreed teachers which results in very high levels of emergency teacher certifications. The indicators in the Quality & Opportunity topic are [Geography & Emergency Teacher Certification](#), [Race and Advanced Placement Course](#) and [Income & School A-F Report Card Score](#).

TOPIC SCORES

2019: 38.33

2018: 30.00

CHANGE

SCORE

+8.33

INDICATOR 13	Geography & Emergency Teacher Certification		
DEFINITION	Ratio of emergency teacher certifications per 1,000 teachers in Tulsa Public School (TPS) district to all other public school districts in Tulsa County		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	19	23	+4
RESULTS	TPS: 48.0 Other Tulsa County: 9.1 Ratio: 5.275	TPS: 110.6 Other Tulsa County: 24.0 Ratio: 4.600	
DATA SOURCE	Oklahoma State Department of Education, School Personnel Records, SY 2016-17 & 2017-18		
NOTE	The 13 other public school districts in Tulsa County include: Sand Springs, Broken Arrow, Jenks, Collinsville, Sperry, Union, Owasso, Glenpool, Liberty, Berryhill, Bixby, Skiatook, and Keystone		

INDICATOR 14	Race & Advanced Placement Courses		
DEFINITION	Ratio of rates of Advanced Placement courses offered at high schools with at least 35% White population to high schools with at least 35% Hispanic/Latinx population per 1,000 students		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	37	58	+21
RESULTS	White: 22.2 Hispanic/Latinx: 8.6 Ratio: 2.581	White: 22.2 Hispanic/Latinx: 14.3 Ratio: 1.554	
DATA SOURCE	Tulsa Public Schools, website, SY 2016-17, and data request, SY 2017-18		
NOTE	The student demographics of many of Tulsa's high schools reflect a predominant race – either White, Black, or Hispanic/Latinx. Based on those demographic distributions, we determined that 35% was the logical cut-off point, with a 10% margin over any other race, to best categorize the schools by race.		

INDICATOR 15	Income & School A-F Report Card		
DEFINITION	Ratio of A-F report card scores for higher to lower income schools		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	34	34	0
RESULTS	Higher income: 60 Lower income: 20 Ratio: 3.000	Higher income: 60 Lower income: 20 Ratio: 3.000	
DATA SOURCE	Oklahoma State Department of Education, Oklahoma School Report Card, SY 2017-18		
NOTE	Higher income schools for this indicator are defined as those with less than 60% of students qualifying for free and reduced lunch, and lower income schools as those with at least 90% of students qualifying. Because a new A-F school report card methodology was developed and implemented by the Oklahoma State Department of Education beginning with the 2017-18 school year, yielding the prior system no longer comparable, the scores for 2017-18 school year are used for both the 2018 and 2019 report years.		

TOPIC 3: STUDENT ACHIEVEMENT

Student achievement can be measured at many levels. Reading and language arts proficiency in elementary school, high school graduation rates, and college completion are examples of achievement at three levels of the education system. Each of these achievement levels play a unique role in a student's academic success and later employment and earnings potential. The indicators in the Student Achievement topic are [Income & Elementary School Reading Proficiency](#), [English Proficiency & Graduation](#), and [Race & College Completion](#).

TOPIC SCORES

2019: 55.00

2018: 52.67

CHANGE

SCORE

+2.33

INDICATOR 16	Income & Elementary School Reading Proficiency		
DEFINITION	Ratio of percentages of not economically disadvantaged to economically disadvantaged students scoring proficient or above on elementary school reading and language arts assessment		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	52	44	-8
RESULTS	Not economically disadvantaged: 79% Economically disadvantaged: 46% Ratio: 1.717	Not economically disadvantaged: 38% Economically disadvantaged: 20% Ratio: 1.900	
DATA SOURCE	Oklahoma State Department of Education, SY 2015-16 & 2016-17		
NOTE	Economically disadvantaged students are defined as those qualifying for the free and reduced lunch program.		

INDICATOR 17	English Proficiency & Graduation		
DEFINITION	Ratio of high school cohort graduation rates for all students to English language learners (ELL)		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	67	72	+5
RESULTS	All students: 73% ELL: 53% Ratio: 1.377	All students: 78% ELL: 61% Ratio: 1.279	
DATA SOURCE	Oklahoma State Department of Education (OSDE), SY 2015-16 & 2016-17		

INDICATOR 18	Race & College Completion		
DEFINITION	Ratio of the percentages of Black to Hispanic/Latinx persons age 25 and older who started college, but did not graduate with a degree		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	39	49	+10
RESULTS	Black: 28.6% Hispanic/Latinx: 13.0% Ratio: 2.200	Black: 28.5% Hispanic/Latinx: 15.9% Ratio: 1.792	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

THEME 3 HOUSING



Shelter is a foundational need for all people, without which other needs often cannot begin to be addressed. Many Tulsans face significant obstacles to obtaining and maintaining stable housing. The indicators in this theme are analyzed by race, income, veteran status, disability status, and geography. The Housing theme includes three topics: [Homeownership](#), [Homelessness](#) and [Tenant Stability](#).

THEME SCORES

2019: 42.11

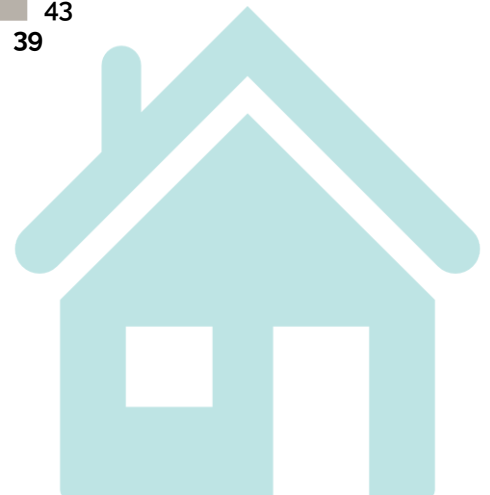
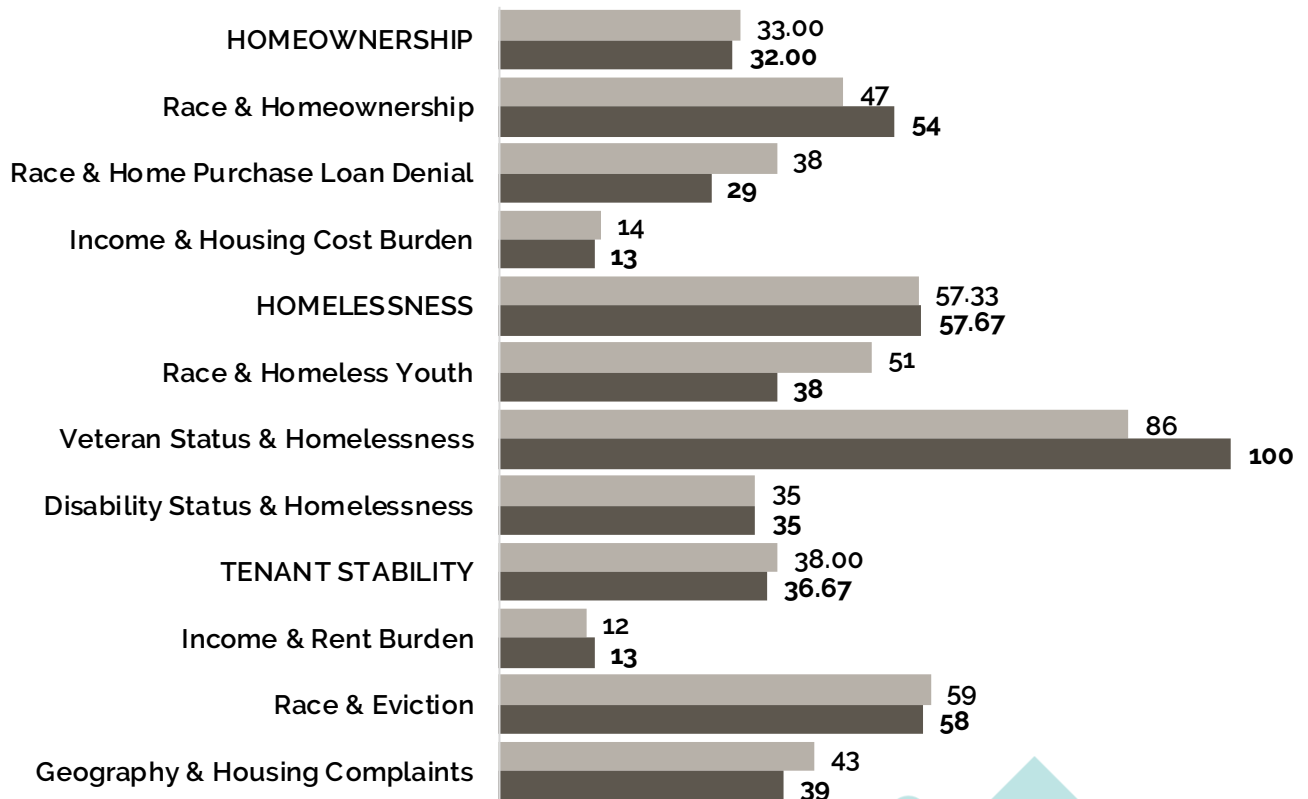
2018: 42.78

CHANGE

SCORE

-0.67

Housing Topic & Indicator Scores



TOPIC 1: HOMEOWNERSHIP

Building home equity, making an investment, and strengthening credit are just a few of the benefits of homeownership, but many Tulsans experience obstacles preventing them from owning or keeping a home. Indicators in the Homeownership topic are [Race & Homeownership](#), [Race & Home Purchase Loan Denial](#), and [Income & Housing Cost Burden](#).

TOPIC SCORES

2019: 32

2018: 33

CHANGE SCORE

-1

INDICATOR 19	Race & Homeownership		
DEFINITION	Ratio of the percentages of White to Black householders who are homeowners		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	47	54	+7
RESULTS	White: 58.1% Black: 31.6% Ratio: 1.839	White: 58.2% Black: 34.8% Ratio: 1.672	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 20	Race & Home Purchase Loan Denial		
DEFINITION	Ratio of the percentages of Native Americans to Asians who are denied home purchase loans		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	38	29	-9
RESULTS	Native American: 27.3% Asian: 11.2% Ratio: 2.438	Native American: 26.4% Asian: 7.2% Ratio: 3.667	
DATA SOURCE	Federal Financial Institutions Examination Council, Conventional Purchases by Race		

INDICATOR 21	Income & Housing Cost Burden		
DEFINITION	Ratio of the percentages of low-income to higher-income homeowners that spend more than 30% of income on housing expenses		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	14	13	-1
RESULTS	Low-income: 55.5% Higher-income: 8.4% Ratio: 6.607	Low-income: 59.3% Higher-income: 8.7% Ratio: 6.816	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	Homeowners are classified as low-income for this indicator when their annual household income is less than \$35,000 and higher-income when their household income is equal to or greater than \$35,000		

TOPIC 2: HOMELESSNESS

Homelessness cuts across all segments of the population. Limited or poor housing options can place Tulsans at greater risk of homelessness and in turn result in additional negative outcomes. Homelessness can be unexpected and can exacerbate economic, general health, and mental health situations that would be manageable in stable housing situations.

The indicators in the Homelessness topic are [Race & Homeless Youth](#), [Veteran Status & Homelessness](#), and [Disability Status & Homelessness](#).

TOPIC SCORES

2019: 57.67

2018: 57.33

CHANGE SCORE

+0.33

INDICATOR 22	Race & Homeless Youth		
DEFINITION	Ratio of rates of homeless Native American to White youth per 1,000 youth age 13 to 24		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	51	38	-13
RESULTS	Native American: 24.9 White: 14.3 Ratio: 1.746	Native American: 33.4 White: 13.7 Ratio: 2.440	
DATA SOURCE	Homeless Management Information System (HMIS), FY2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	The data source for this indicator was changed from the 2018 report from one service provider, Youth Services of Tulsa, to the more comprehensive Homeless Management Information System, which includes in its count homeless youth served by all homeless service providers in Tulsa. This data source provides a more accurate and complete picture of youth homelessness. The age range for youth homelessness was revised from 10-24 to 13-24 to better align with definitions used by federal agencies and organizations serving youth.		

INDICATOR 23	Veteran Status & Homelessness		
DEFINITION	Ratio of rates of homelessness for veterans to non-veterans per 1,000 adult population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	86	100	+14
RESULTS	Veterans: 17.9 Non-veterans: 16.7 Ratio: 1.072	Veterans: 16.4 Non-veterans: 16.8 Ratio: 0.972	
DATA SOURCE	Homeless Management Information System (HMIS), FY2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 24	Disability Status & Homelessness		
DEFINITION	Ratio of rates of homelessness for individuals with a disability to individuals without a disability per 1,000 adult population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	35	35	0
RESULTS	Presence of a disability: 30.4 No disability: 10.5 Ratio: 2.891	Presence of a disability: 30.4 No disability: 10.7 Ratio: 2.840	
DATA SOURCE	Homeless Management Information System (HMIS), FY2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

TOPIC 3: TENANT STABILITY

Renters are faced with unique challenges ranging from finding affordable rental housing to maintaining a positive tenant-landlord relationship. In order for rental housing to be considered affordable, the rent must amount to less than 30% of a tenant's income. Higher shares spent on rent generally means that other areas of the budget will be shortchanged, resulting in hard choices about what needs or demands can be neglected. Sustained periods of unaffordable rent often lead to eviction as landlords make way for more profitable tenants. Most housing complaints received by the Tulsa Health Department occur when landlords are not responsive to tenant needs. The indicators in the Tenant Stability topic are [Income & Rent Burden](#), [Race & Eviction](#), and [Geography & Housing Complaints](#).

TOPIC SCORES

2019: 36.67

2018: 38.00

CHANGE

SCORE

-1.33

INDICATOR 25	Income & Rent Burden		
DEFINITION	Ratio of percentages of low-income to higher income renters that spend more than 30% of income on rent		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	12	13	+1
RESULTS	Low-income: 79.1% Higher-income: 11.3% Ratio: 7.000	Low-income: 79.9% Higher-income: 11.6% Ratio: 6.888	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	Renters are classified as low income when their annual household income is less than \$35,000 and higher income when their household income is greater than or equal to \$35,000		

INDICATOR 26	Race & Eviction		
DEFINITION	Ratio of eviction rates in non-majority White to majority White census tracts		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	59	58	-1
RESULTS	Non-majority White: 8.9% Majority White: 5.8% Ratio: 1.534	Non-majority White: 9.5% Majority White: 6.1% Ratio: 1.557	
DATA SOURCE	The Eviction Lab, Eviction Statistics, Tulsa County, 2015 & 2016		
NOTE	Census tracts are considered majority White when their White population is 51% or more.		

INDICATOR 27	Geography & Housing Complaints		
DEFINITION	Ratio of rates of housing complaints in north to south Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	43	39	-4
RESULTS	North Tulsa: 3.1 South Tulsa: 1.6 Ratio: 1.955	North Tulsa: 2.6 South Tulsa: 1.2 Ratio: 2.287	
DATA SOURCE	Tulsa Health Department, Housing Requests, 2017 & 2018 (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

THEME 4 JUSTICE



Justice is an absolute necessity for the betterment of society, fairness, and the building of a more equitable Tulsa. We need to gain a clear understanding of how Tulsa's justice system currently operates before we can move forward on new justice initiatives to achieve greater equality. The Justice theme analyzes data by race, gender, and geography to measure inequalities. The three topics in the Justice theme are [Arrests](#), [Law Enforcement](#), and [Safety & Violence](#).

THEME SCORES

2019: 33.89

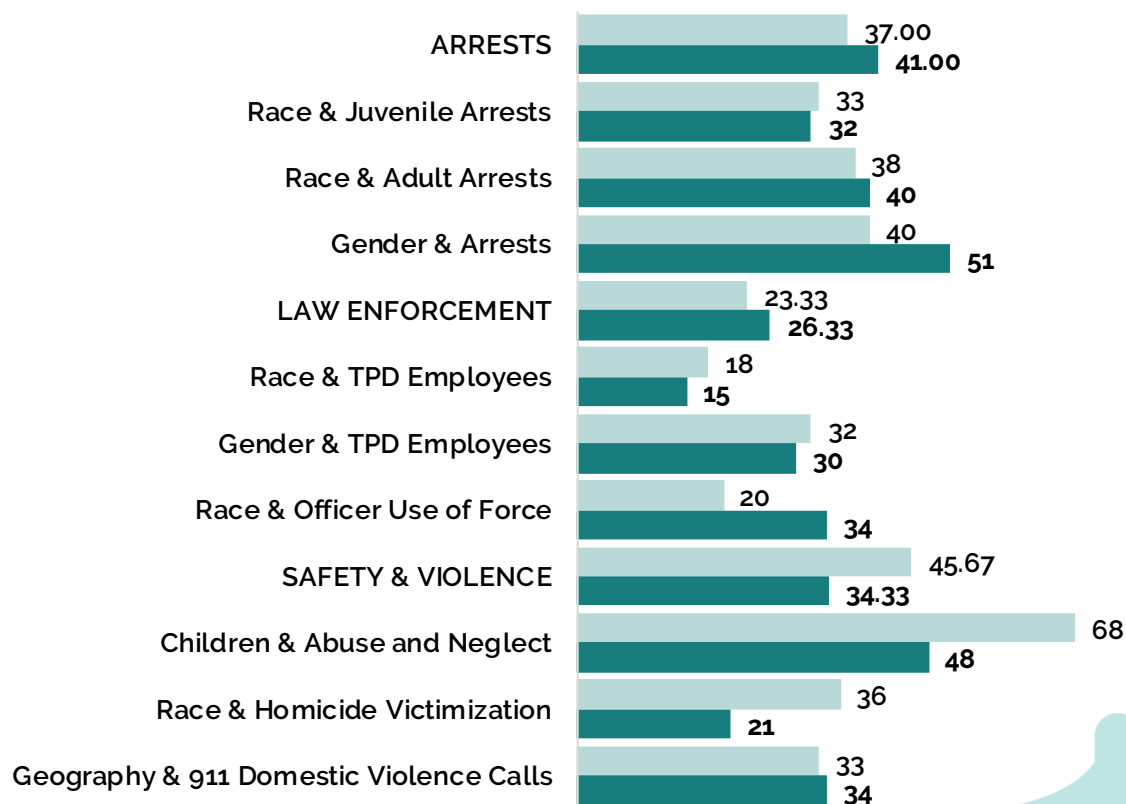
2018: 35.33

CHANGE SCORE

-1.44

Justice Topic & Indicator Scores

2018
2019



TOPIC 1: ARRESTS

Oklahoma is known to have one of the highest incarceration rates in not only the nation, but also the world, and the highest rate for women, specifically. While not all arrests lead to incarceration, arrests can still have lasting negative consequences for individuals. Even after an initial arrest, and regardless of any subsequent incarceration, people often experience ostracism from the community, lapses in employment, and an inability to provide for their families. These events can act as precursors to larger disruptions that might ultimately lead to poverty or future incarceration. The indicators in the Arrests topic are [Race & Juvenile Arrests](#), [Race & Adult Arrests](#), and [Gender & Arrests](#).

TOPIC SCORES

2019: 41.00

2018: 37.00

CHANGE SCORE

+4

INDICATOR 28	Race & Juvenile Arrests		
DEFINITION	Ratio of arrest rates for Black to White juveniles per 1,000 population under age 18		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	33	32	-1
RESULTS	Black: 22.3 White: 7.1 Ratio: 3.153	Black: 21.9 White: 6.6 Ratio: 3.327	
DATA SOURCE	Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	The comparison of Blacks to Whites was intentionally selected to reflect popular discourse surrounding this specific indicator.		

INDICATOR 29	Race & Adult Arrests		
DEFINITION	Ratio of arrest rates for Black to White adults per 1,000 population age 18 and above		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	38	40	+2
RESULTS	Black: 108.7 White: 45.2 Ratio: 2.404	Black: 73.0 White: 35.8 Ratio: 2.041	
DATA SOURCE	Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	The comparison of Blacks to Whites was intentionally selected to reflect the popular discourse surrounding this specific indicator.		

INDICATOR 30	Gender & Arrests		
DEFINITION	Ratio of arrest rates for females in Tulsa to the United States per 1,000 female population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	41	51	+11
RESULTS	Tulsa: 30.5 United States: 14.8 Ratio: 2.062	Tulsa: 26.5 United States: 15.4 Ratio: 1.725	
DATA SOURCE	Tulsa Police Department (by request); Federal Bureau of Investigation, Uniform Crime Reporting; National Incident-Based Reporting System; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

TOPIC 2: LAW ENFORCEMENT

Two of these indicators measure how the racial and ethnic demographics of the Tulsa Police Department (TPD) compare to the demographics of the general Tulsa population. More representative minority and gender representation in the police department may have beneficial impact on department-community relationships. The third indicator in this group looks at racial disparities in officer use of force. The indicators in the [Law Enforcement](#) topic are [Race & Tulsa Police Department Employees](#), [Gender & Tulsa Police Department Employees](#), and [Race & Officer Use of Force](#).

TOPIC SCORES

2019: 26.33

2018: 23.33

CHANGE

SCORE

+3

INDICATOR 31	Race & Tulsa Police Department Employees		
DEFINITION	Ratio of rates of White to Hispanic/Latinx Tulsa Police Department employees per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	18	15	-3
RESULTS	White: 1.4 Hispanic/Latinx: 0.2 Ratio: 5.719	White: 1.4 Hispanic/Latinx: 0.2 Ratio: 6.253	
DATA SOURCE	Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 32	Gender & Tulsa Police Department Employees		
DEFINITION	Ratio of rates of male to female Tulsa Police Department employees per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	32	30	-2
RESULTS	Males: 1.6 Females: 0.5 Ratio: 3.349	Males: 1.6 Females: 0.4 Ratio: 3.629	
DATA SOURCE	Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		



INDICATOR 33	Race & Officer Use of Force		
DEFINITION	Ratio of rates of Black to Hispanic/Latinx subjects of officer use of force per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	20	34	+14
RESULTS	Black: 2.6 Hispanic/Latinx: 0.5 Ratio: 5.030	Black: 2.4 Hispanic/Latinx: 0.8 Ratio: 3.013	
DATA SOURCE	Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	<p>A use of force rate can be calculated in a number of different ways. Equality Indicators calculates the rate using total population as the denominator (as shown above). The Tulsa Police Department uses arrest rates as the denominator. However when analyzing community-wide data, this can be misleading because it excludes contacts with police that do not result in arrest, and may skew results to mirror disparities in arrest rates.</p> <p>In alignment with the mission of Equality Indicators, using population as the denominator more accurately reflects the overall social and public health impact of use of force on the entire community. However, because the Tulsa Police Department calculates its use of force rates by using total number of arrests as the denominator, we are including those rates here for reference. In 2017, the rates of officer use of force per 1,000 arrests by race in Tulsa are:</p> <ul style="list-style-type: none">• Black: 33.1 incidents of use of force/1,000 Black arrests• Hispanic/Latinx: 80.1 incidents of use of force/1,000 Hispanic/Latinx arrests• White: 23.2 incidents of use of force/1,000 White arrests• Native American: 18.4 incidents of use of force/1,000 Native American arrests <p>Both arrests and use of force incidents for the Asian population are too small to be statistically valid.</p>		

TOPIC 3: SAFETY & VIOLENCE

Disadvantaged groups often face issues of safety and violence at higher rates than others in the community. Children in Tulsa County experience abuse and neglect at higher rates than the national average. Additionally, there are racial disparities in homicide victimization and large disparities by region of the city in 911 domestic violence calls. The indicators in the Safety and Violence topic are [Children & Abuse and Neglect](#), [Race & Homicide Victimization](#), and [Geography & 911 Domestic Violence Calls](#).

TOPIC SCORES

2019: 34.33

2018: 45.67

CHANGE

SCORE

-11.33

SPOTLIGHT ON GEOGRAPHIC DIFFERENCES IN DOMESTIC VIOLENCE CALLS

From Domestic Violence Intervention Services (DVIS)

The highest number of [domestic violence] calls per capita come from zip codes mostly in North Tulsa, which is consistent with our understanding of how access to resources plays a major role in domestic violence. When our victims of domestic violence don't own a car or are unable to leave due to poor public transportation, they are left with few options than to call the police. Even though residents of South Tulsa and in more affluent neighborhoods aren't calling the police as often, we know domestic violence spans all classes. Domestic violence doesn't discriminate based on class, race, or socioeconomic status. It should also be noted that while access to resources is an issue all across Tulsa County, residents in East Tulsa where the majority of our immigrant populations are much less likely to call police for assistance. In more affluent areas, the main barrier is stigma. In under-resourced communities, the main concern is being able to physically access the resources like transportation, affordable childcare, and flexible work hours.

INDICATOR 34	Children & Abuse and Neglect		
DEFINITION	Ratio of rates of substantiated child abuse and neglect cases in Tulsa County to United States per 1,000 children age 0-17		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	68	48	-20
RESULTS	Tulsa County: 12.4 United States: 9.2 Ratio: 1.348	Tulsa County: 16.4 United States: 9.1 Ratio: 1.802	
DATA SOURCE	Oklahoma Department of Human Services; Annual Report FY2015 & 2016; Child Welfare Information Gateway, Child Maltreatment 2015 & 2016: Summary of Key Findings		
NOTE	Data for this indicator are for Tulsa County		

INDICATOR 35	Race & Homicide Victimization		
DEFINITION	Ratio of rates of Black to White homicide victims per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	36	21	-15
RESULTS	Black: 0.5 White: 0.2 Ratio: 2.705	Black: 0.7 White: 0.1 Ratio: 4.969	
DATA SOURCE	Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	The comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.		

INDICATOR 36	Geography & 911 Domestic Violence Calls		
DEFINITION	Ratio of rates of domestic violence calls to 911 in north to south Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	33	34	+1
RESULTS	North Tulsa: 89.8 South Tulsa: 29.3 Ratio: 3.061	North Tulsa: 81.1 South Tulsa: 27.1 Ratio: 2.992	
DATA SOURCE	Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		
NOTE	Domestic violence experts from DVIS in Tulsa informed us that calls to DVIS provide an incomplete and skewed depiction of persons experiencing domestic violence. On their recommendation, we replaced that definition from the 2018 report to domestic violence calls made to 911, expanding the data set beyond just those calls referred specifically to DVIS. With that revised definition came a revision in source of data from DVIS to the Tulsa Police Department.		



For a city to successfully evolve into a whole, healthy, and equitable community, it must understand and acknowledge its practices, policies, and systems that contribute to disparate outcomes and opportunities for different segments of its population.

THEME 5 PUBLIC HEALTH



Public health in Tulsa is inextricably linked to socioeconomic status and social determinants of health. Regular preventative check-ups and healthy lifestyles can be considered luxury expenses to disadvantaged Tulsans without health insurance who struggle to keep food on their table or a roof over their heads. Without good health or the ability to pay medical expenses, individual quality of life suffers. When whole communities of Tulsans fail to receive adequate health care, social progress stalls.

The Public Health theme analyzes inequalities by race, geography, and veteran status. These groups experience disparities in health care access, health conditions, and health outcomes. The three topics for the Public Health theme are [Health Care Access](#), [Mortality and Well-being](#).

THEME SCORES

2019: 50.56

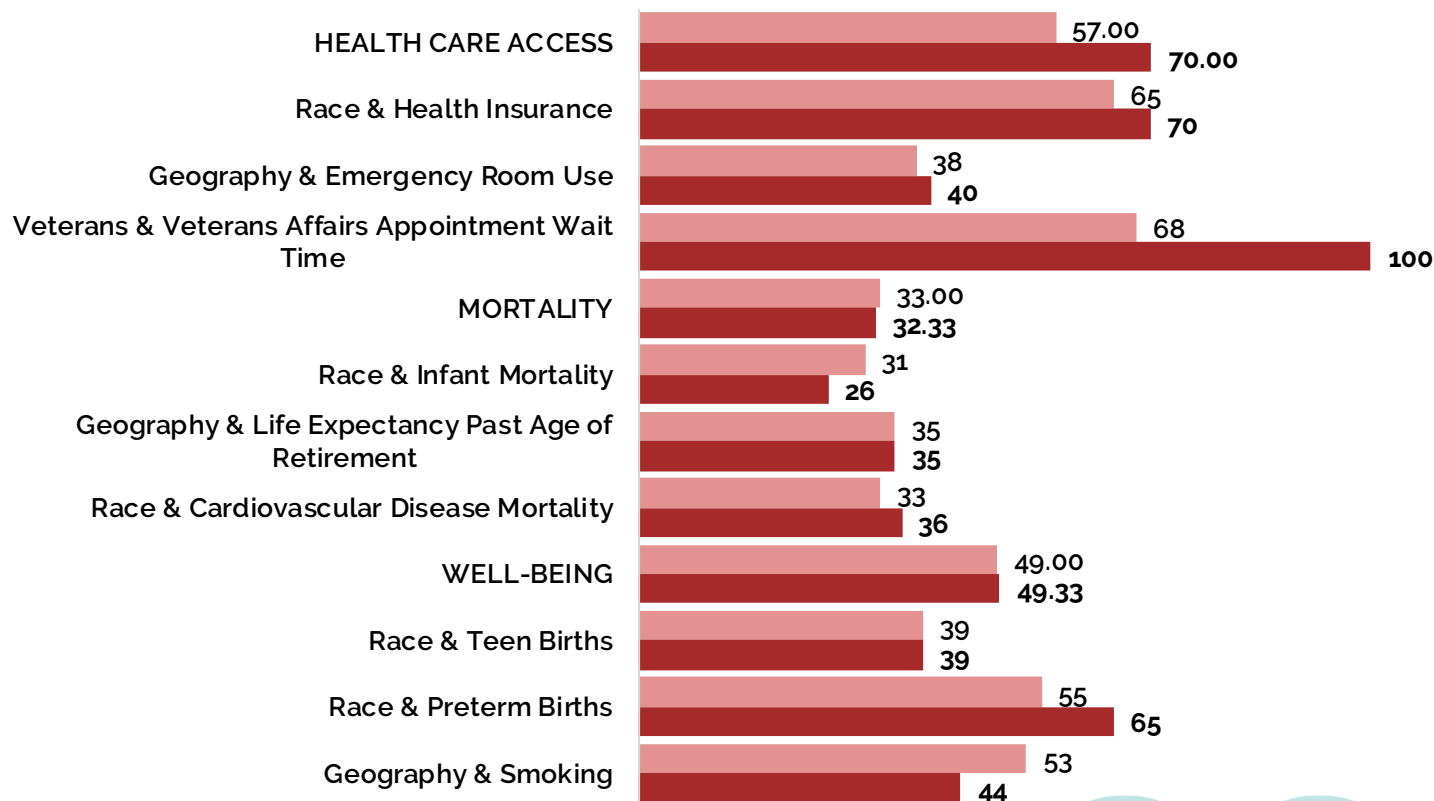
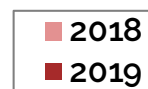
2018: 46.33

CHANGE

SCORE

+4.22

Public Health Topic & Indicator Scores



TOPIC 1: HEALTH CARE ACCESS

Even as health care has become more accessible through the implementation of the federal Affordable Care Act, many obstacles remain for some of the more disadvantaged groups in Tulsa, due in part to the fact that Oklahoma has not expanded Medicaid eligibility to cover a particular set of low income households – those earning between 45% and 138% of the poverty level. Disparities exist in health insurance coverage, as well as in emergency room use. As of this year's report, however, Tulsa veterans' appointment wait time improved enough to drop below the national average. The indicators in the Health Care Access topic are: [Race & Health Insurance](#), [Geography & Emergency Room Use](#) and [Veterans & Veterans Affairs Appointment Wait Time](#).

TOPIC SCORES

2019: 70

2018: 57

CHANGE

SCORE

+13

INDICATOR 37	Race & Health Insurance		
DEFINITION	Ratio of White to Hispanic/Latinx rates of health insurance coverage		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	65	70	+5
RESULTS	White: 89.7% Hispanic/Latinx: 63.9% Ratio: 1.404	White: 89.7% Hispanic/Latinx: 68.8% Ratio: 1.304	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 38	Geography & Emergency Room Use		
DEFINITION	Ratio of rates of emergency room visits for residents of north to south Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	38	40	+2
RESULTS	North Tulsa: 673.0 South Tulsa: 287.2 Ratio: 2.343	North Tulsa: 474.7 South Tulsa: 233.5 Ratio: 2.033	
DATA SOURCE	Tulsa Health Department, Health Data & Evaluation, 2017 & 2018 (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

INDICATOR 39	Veterans & Veterans Affairs Appointment Wait Time		
DEFINITION	Ratio of percentages of appointments completed in over 30 days at Tulsa Veterans Affairs (VA) clinics to national average of all VA clinics		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	68	100	+32
RESULTS	Tulsa VA clinics: 5.0% National average: 3.7% Ratio: 1.351	Tulsa VA clinics: 3.1% National average: 5.0% Ratio: 0.619	
DATA SOURCE	U.S. Department of Veterans Affairs (VA.gov), Completed Appointment Wait Times National, Facility, and Division Level Summaries, Wait Time Measured from Preferred Date for the Reporting Periods Ending: October 2017 & October 2018		

TOPIC 2: MORTALITY

Infant mortality rate (IMR) is often used as an indicator of the overall health of a community. While the overall IMR in Tulsa County has been declining over the last 30 years, racial disparities persist. Infant mortality continues to affect African American communities at significantly higher levels than other populations across the United States, even when education level, income, and neighborhood conditions are held constant. Many researchers believe this disparity is the result of racism and discrimination, either directly in the health care system or epigenetically in the transfer of trauma from one generation to the next. Cardiovascular disease mortality incidence patterns also exhibit racial disparities. Related to these and other disparities is the substantial difference in life expectancy by geographic region of Tulsa. The indicators in the Mortality topic are: [Race & Infant Mortality](#), [Geography & Life Expectancy Past Age of Retirement](#), and [Race & Cardiovascular Disease Mortality](#).

TOPIC SCORES

2019: 32.33

2018: 33.00

CHANGE SCORE

-0.67

INDICATOR 40	Race & Infant Mortality		
DEFINITION	Ratio of Black to White rates of infant mortality per 1,000 live births		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	31	26	-5
RESULTS	Black: 21.0 White: 6.3 Ratio: 3.359	Black: 18.7 White: 4.6 Ratio: 4.108	
DATA SOURCE	Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)		
NOTE	Data for this indicator are for Tulsa County		

INDICATOR 41	Geography & Life Expectancy Past Age of Retirement		
DEFINITION	Ratio of life expectancy in years past age of retirement in south to north Tulsa		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	35	35	0
RESULTS	South Tulsa: 13.0 North Tulsa: 4.6 Ratio: 2.859	South Tulsa: 13.0 North Tulsa: 4.6 Ratio: 2.828	
DATA SOURCE	Tulsa Health Department, Health Data & Evaluation, Life Expectancy by Zip Code, 2013-15 & 2014-16 (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates; U.S. Social Security Administration, 2016 & 2017		
NOTE	Age of retirement as defined by the U.S Social Security Administration at the time of reporting is 66.		

INDICATOR 42	Race & Cardiovascular Disease Mortality		
DEFINITION	Ratio of Black to Hispanic/Latinx age-adjusted mortality rates for cardiovascular disease per 100,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	33	36	+3
RESULTS	Black: 445.6 Hispanic/Latinx: 139.7 Ratio: 3.190	Black: 345.6 Hispanic/Latinx: 127.8 Ratio: 2.704	
DATA SOURCE	Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)		

TOPIC 3: WELL-BEING

Teen moms are more likely to be unmarried and have lower levels of education than other mothers, both of which can negatively impact economic well-being. Babies born before 37 weeks' gestation are considered preterm and are more likely to experience health problems and developmental delays. Smoking is one of the most preventable causes of death as it increases the risk of lung and other cancers, heart attack, stroke and chronic lung disease. The indicators in the Well-being topic are: [Race & Teen Births](#), [Race & Preterm Births](#), and [Geography & Smoking](#).

TOPIC SCORES

2019: 49.33

2018: 49.00

CHANGE

SCORE

+0.33

INDICATOR 43	Race & Teen Births		
DEFINITION	Ratio of birth rates for Black to White teens, per 1,000 females age 15 -19		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	39	39	0
RESULTS	Black: 52.8 White: 23.7 Ratio: 2.226	Black: 42.9 White: 19.3 Ratio: 2.225	
DATA SOURCE	Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)		
NOTE	Data for this indicator are for Tulsa County		

INDICATOR 44	Race & Preterm Births		
DEFINITION	Ratio of rates of Black to White preterm births		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	55	65	+10
RESULTS	Black: 16.3% White: 9.9% Ratio: 1.646	Black: 15.3% White: 10.9% Ratio: 1.404	
DATA SOURCE	Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)		
NOTE	Data for this indicator are for Tulsa County. A preterm (or premature) birth is the delivery of a baby at fewer than 37 weeks' gestational age.		

INDICATOR 45	Geography & Smoking		
DEFINITION	Ratio of percentages of current smokers age 18 and over in north to south Tulsa		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	53	44	-9
RESULTS	North Tulsa: 28.7% South Tulsa: 17.0% Ratio: 1.688	North Tulsa: 33.9% South Tulsa: 17.7% Ratio: 1.915	
DATA SOURCE	Centers for Disease Control and Prevention (CDC), 500 Cities: Local Data for Better Health, Model-based estimates for current smoking among adults aged >=18 years, 2015 & 2016; Behavioral Risk Factor Surveillance System (BRFSS); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

THEME 6 SERVICES



The Services theme looks at public services and rights that impact Tulsans' quality of life. From the importance of libraries and access to the information they provide, to the agency of casting a ballot, to the availability of public transportation as an alternative means to private vehicle commuting, the necessity of these essential services and fundamentals to daily life cannot be understated.

THEME SCORES

2019: 40.33

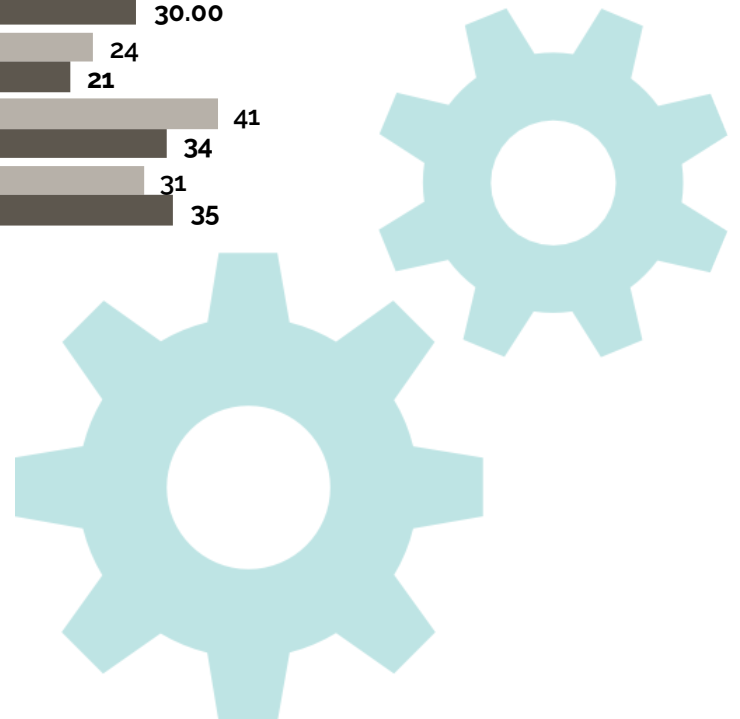
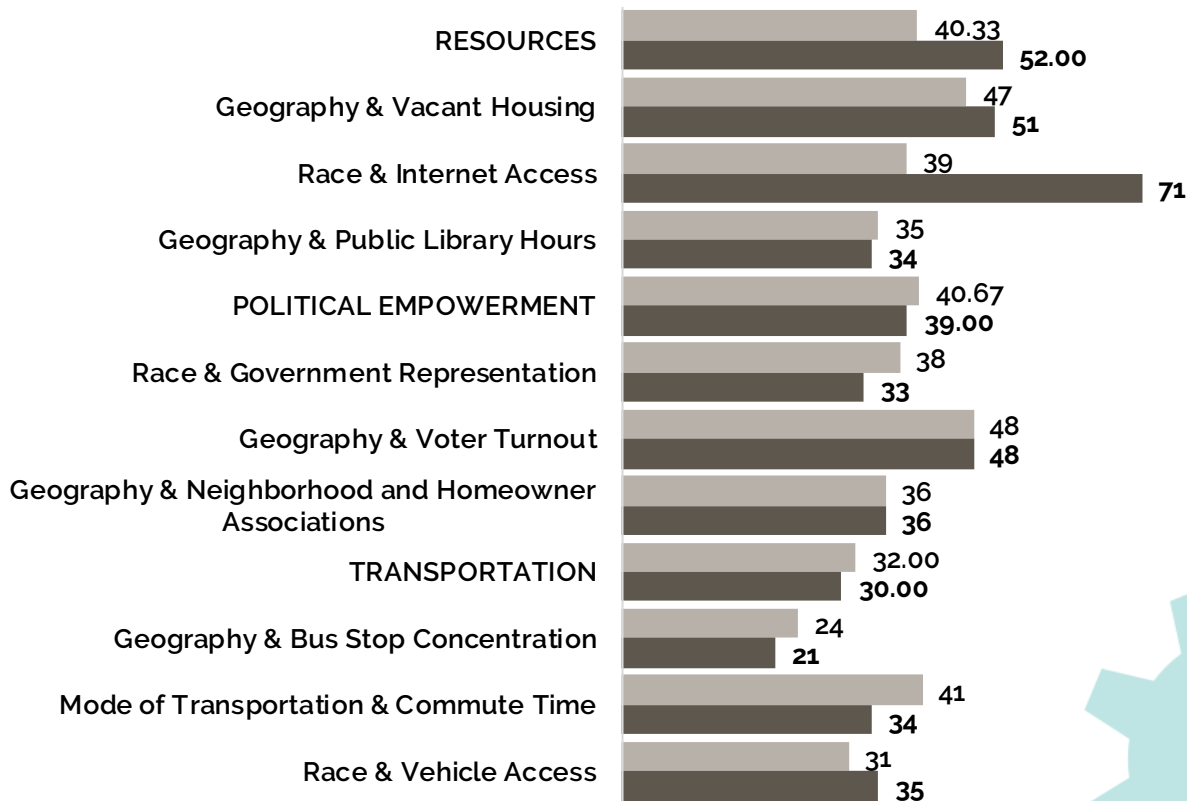
2018: 37.67

CHANGE SCORE

+2.67

The inequities experienced by disadvantaged groups analyzed in this theme are based on geography, race, and mode of transportation. The topics in the Services theme are: [Resources](#), [Political Empowerment](#) and [Transportation](#).

Services Topic & Indicator Scores



TOPIC 1: RESOURCES

Vacant housing can be the result of things like economic blight, rising costs, and foreclosure. City programs like the City of Tulsa's Working in Neighborhoods program promote reinvestment in neighborhoods and correction of code and safety violations. Internet access and public libraries play important educational, economic, and civic roles in the community. The indicators in the Resources topic are [Geography & Vacant Housing](#), [Race & Internet Access](#) and [Geography & Public Library Hours](#).

TOPIC SCORES

2019: 52.00

2018: 40.33

CHANGE

SCORE

+11.67

INDICATOR 46	Geography & Vacant Housing		
DEFINITION	Ratio of percentages of vacant housing units in north to south Tulsa		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	47	51	+4
RESULTS	North Tulsa: 17.0% South Tulsa: 9.2% Ratio: 1.848	North Tulsa: 16.9% South Tulsa: 9.7% Ratio: 1.742	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

INDICATOR 47	Race & Internet Access		
DEFINITION	Ratio of percentages of White to Hispanic/Latinx households with computer with high-speed internet		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	39	71	+32
RESULTS	White: 26.3% Hispanic/Latinx: 11.8% Ratio: 2.229	White: 18.2% Hispanic/Latinx: 14.1% Ratio: 1.291	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 48	Geography & Public Library Hours		
DEFINITION	Ratio of rates of library hours open per week in midtown to east Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	35	34	-1
RESULTS	Midtown Tulsa: 2.6 East Tulsa: 0.9 Ratio: 2.896	Midtown Tulsa: 2.6 East Tulsa: 0.9 Ratio: 2.920	
DATA SOURCE	Tulsa City-County Library, Locations within City of Tulsa, Hours of Operation, November 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

TOPIC 2: POLITICAL EMPOWERMENT

City of Tulsa authorities, boards, and commissions are formalized volunteer citizen committees that work to review municipal policies and programs. Minority representation on these committees could assist in reviewing policies and developing programs that serve the interests of Tulsa's diverse communities. Increasing voter turnout in underrepresented populations would likewise bolster democratic participation and thus progress towards greater equality. Similarly, neighborhood and homeowner associations serve the interests of their neighborhoods; however, disparities exist in the geographic distribution of active associations. The indicators in the Political Empowerment topic are: [Race & Government Representation](#), [Geography & Voter Turnout](#), and [Geography & Neighborhood/Homeowner Associations](#).

TOPIC SCORES

2019: 39.00

2018: 40.67

CHANGE

SCORE

-1.67

INDICATOR 49	Race & Government Representation		
DEFINITION	Ratio of rates of White to Hispanic/Latinx members of City of Tulsa authorities, boards, and commissions per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	38	33	-5
RESULTS	White: 0.9 Hispanic/Latinx: 0.4 Ratio: 2.42	White: 1.0 Hispanic/Latinx: 0.3 Ratio: 3.121	
DATA SOURCE	City of Tulsa (by request), Authorities, Boards, and Commissions Dashboard, December 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 50	Geography & Voter Turnout		
DEFINITION	Ratio of voter turnout rates in south to north Tulsa per 1,000 population age 18 and over		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	48	48	0
RESULTS	South Tulsa: 546.5 North Tulsa: 303.5 Ratio: 1.800	South Tulsa: 546.5 North Tulsa: 303.5 Ratio: 1.800	
DATA SOURCE	Oklahoma State Election Board (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		
NOTE	Voter turnout for this indicator is measured as those voting in the last general election at time of data collection, which would be 2016 for both 2018 and 2019 reporting.		

INDICATOR 51	Geography & Neighborhood/Homeowner Associations		
DEFINITION	Ratio of rates of neighborhood and homeowner associations in south to east Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	36	36	0
RESULTS	South Tulsa: 1.3 East Tulsa: 0.5 Ratio: 2.729	South Tulsa: 1.3 East Tulsa: 0.5 Ratio: 2.743	
DATA SOURCE	City of Tulsa, Working in Neighborhoods Department, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

TOPIC 3: TRANSPORTATION

Most Tulsans depend on the availability of a vehicle as their primary mode of transportation. For Tulsans who do not have access to a vehicle, however, access to nearby bus stops and convenient schedule times and routes are critical. Poor availability of bus routes and infrequent route schedules can impair a person's ability to get to work and home or to scheduled appointments and prolong their commute time. The indicators in the Transportation topic are [Geography & Bus Stop Concentration](#), [Mode of Transportation & Commute Time](#), and [Race & Vehicle Access](#).

TOPIC SCORES

2019: 30.00

2018: 32.00

CHANGE

SCORE

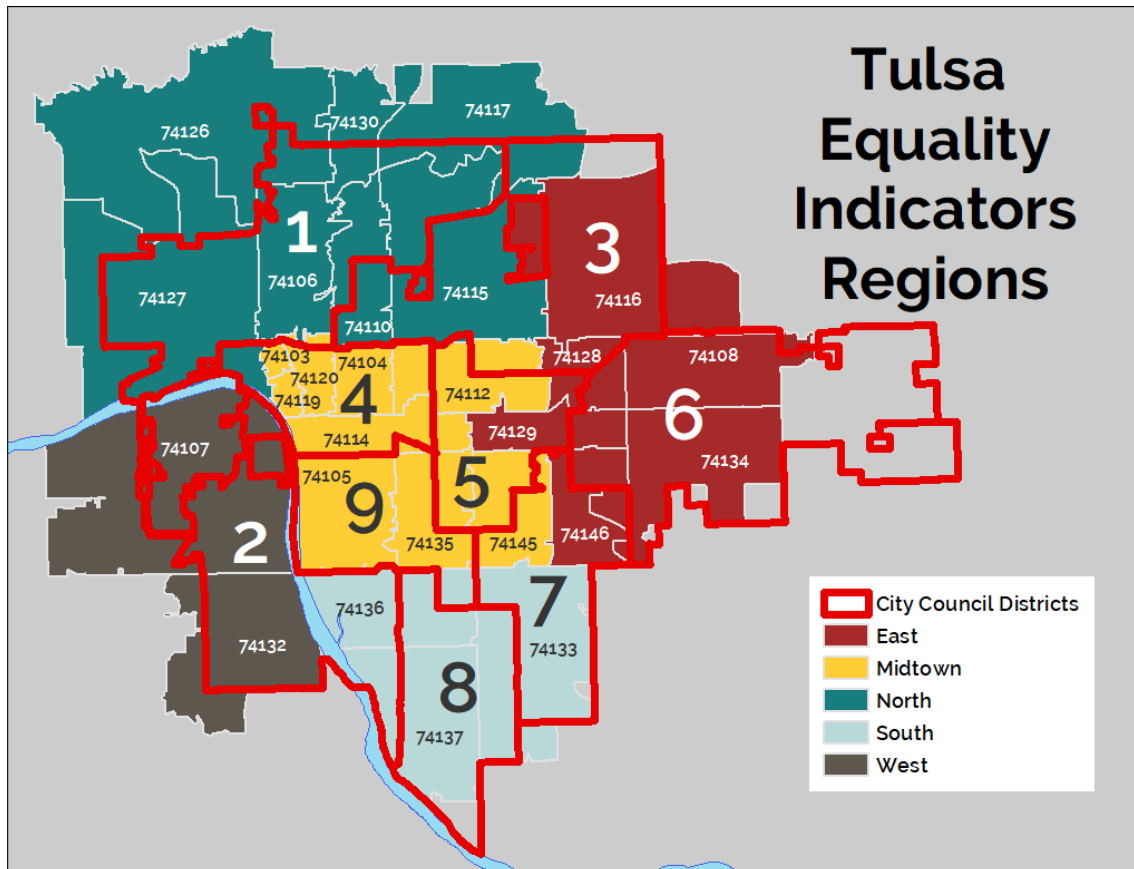
-2.00

INDICATOR 52	Geography & Bus Stop Concentration		
DEFINITION	Ratio of rates of bus stops in midtown to south Tulsa per 1,000 population		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	24	21	-3
RESULTS	Midtown Tulsa: 6.8 South Tulsa: 1.5 Ratio: 4.418	Midtown Tulsa: 6.2 South Tulsa: 1.3 Ratio: 4.858	
DATA SOURCE	INCOG (by request), December 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates		

INDICATOR 53	Mode of Transportation & Commute Time		
DEFINITION	Ratio of percentages of individuals who commute by private vehicle to individuals who commute by public transportation with commute times under 30 minutes		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	41	34	-7
RESULTS	Private vehicle: 84.7% Public transportation: 42.5% Ratio: 1.993	Private vehicle: 85.2% Public transportation: 29.3% Ratio: 2.912	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		

INDICATOR 54	Race & Vehicle Access		
DEFINITION	Ratio of percentages of Black to White households without access to a vehicle		
REPORT YEAR	2018	2019	CHANGE SCORE
STATIC SCORE	31	35	+4
RESULTS	Black: 16.3% White: 4.8% Ratio: 3.396	Black: 15.7% White: 5.6% Ratio: 2.804	
DATA SOURCE	U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates		
NOTE	Data for this indicator were accessed via Data Ferrett for the following Public Use Microdata Areas (PUMAs): <ul style="list-style-type: none">• 01201 'Tulsa County (Central)--Tulsa City (Central) PUMA, Oklahoma'• 01202 'Tulsa County (Southeast)--Tulsa (Southeast) & Broken Arrow (West) Cities PUMA, Oklahoma'• 01203 'Tulsa County (North)--Tulsa (North) & Owasso Cities PUMA, Oklahoma'• 01204 'Tulsa (West), Creek (Northeast) & Osage (Southeast) Counties--Tulsa City (West) PUMA, Oklahoma'		

Appendix A: Tulsa Regions



REGION	ZIP CODES	2017 POPULATION
EAST TULSA	74108, 74116, 74128, 74129, 74134, 74146	76,070
SOUTH TULSA	74133, 74136, 74137	105,800
NORTH TULSA	74106, 74110, 74115, 74117, 74126, 74127, 74130	84,710
WEST TULSA	74107, 74132	28,922
MIDTOWN	74103, 74104, 74105, 74112, 74114, 74119, 74120, 74135, 74145	123,478

Appendix B: Data Sources by Theme-Topic-Indicator

THEME 1: ECONOMIC OPPORTUNITY THEME

Topic 1: Business Development

- **Indicator 1.** Gender & business executives: ReferenceUSA, U.S. Businesses Database, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates
- **Indicator 2.** Geography & sales volume: ReferenceUSA, U.S. Businesses Database, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates
- **Indicator 3.** Geography & payday loans: ReferenceUSA, U.S. Businesses Database, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates

Topic 2: Employment

- **Indicator 4.** Race & unemployment: U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates
- **Indicator 5.** Geography & existing jobs: U.S. Census Bureau, LEHD Origin-Destination Employment Statistics, 2002-2015, <https://onthemap.ces.census.gov>, LODES 7.3; U.S. Census Bureau, 2016 American Community Survey 5-Year Estimates
- **Indicator 6.** Geography & labor force participation: U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates

Topic 3: Income

- **Indicator 7.** Geography & self-sufficiency: U.S. Census Bureau, 2016 & 2017 American Community Survey 5-Year Estimates
- **Indicator 8.** Race & median household income: U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates
- **Indicator 9.** Educational attainment & income: U.S. Census Bureau, 2016 & 2017 American Community Survey 1-Year Estimates

THEME 2: EDUCATION

Topic 1: Impediments to Learning

- **Indicator 10.** Race & suspensions: Tulsa Public Schools, Suspension counts for SY 2016-17 & SY 2017-18 (by request)
- **Indicator 11.** Race & chronic absenteeism: Oklahoma State Department of Education, Oklahoma School Report Card, SY 2017-18; Tulsa Public Schools, Chronic absenteeism counts, SY 2016-17 (by request)
- **Indicator 12.** Income & dropping out: Tulsa Public Schools, Dropout counts for SY 2015-16 & 2016-17 (by request)

Topic 2: Quality and Opportunity

- **Indicator 13.** Geography & emergency teacher certification: Oklahoma State Department of Education, School Personnel Records, SY 2016-17 & 2017-18
- **Indicator 14.** Race & advanced placement courses: Tulsa Public Schools, website, SY 2016-17, and data request, SY 2017-18
- **Indicator 15.** Income & school A-F report card score: Oklahoma State Department of Education, Oklahoma School Report Card, SY 2017-18

Topic 3: Student Achievement

- **Indicator 16.** Income & elementary school reading proficiency: Oklahoma State Department of Education, SY 2015-16 & 2016-17
- **Indicator 17.** English proficiency & graduation: Oklahoma State Department of Education (OSDE), SY 2015-16 & 2016-17
- **Indicator 18.** Race & college completion: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates

THEME 3: HOUSING

Topic 1: Homeownership

- **Indicator 19.** Race & home ownership: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 20.** Race & home purchase loan denial: Federal Financial Institutions Examination Council, Conventional Purchases by Race
- **Indicator 21.** Income & housing cost burden: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates

Topic 2: Homelessness

- **Indicator 22.** Race & homeless youth: Homeless Management Information System (HMIS), FY2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 23.** Veteran status & homelessness: Homeless Management Information System (HMIS), FY2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 24.** Disability status & homelessness: Homeless Management Information System (HMIS), FY2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates

Topic 3: Tenant stability

- **Indicator 25.** Income & rent burden: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 26.** Race & eviction: The Eviction Lab, Eviction Statistics, Tulsa County, 2015 & 2016
- **Indicator 27.** Geography & housing complaints: Tulsa Health Department, Housing Requests, 2017 & 2018 (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates

THEME 4: JUSTICE

Topic 1: Arrests

- **Indicator 28.** Race & juvenile arrests: Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 29.** Race & adult arrests: Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 30.** Gender & arrests: Tulsa Police Department (by request); Federal Bureau of Investigation, Uniform Crime Reporting; National Incident-Based Reporting System; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates

Topic 2: Law Enforcement

- **Indicator 31.** Race & Tulsa Police Department employees: Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 32.** Gender & Tulsa Police Department employees: Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 33.** Race & officer use of force: Tulsa Police Department, Internal Affairs 2016 & 2017 Annual Reports; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates

Topic 3: Safety and Violence

- **Indicator 34.** Children & abuse and neglect: Oklahoma Department of Human Services; Annual Report FY2015 & 2016; Child Welfare Information Gateway, Child Maltreatment 2015 & 2016: Summary of Key Findings
- **Indicator 35.** Race & homicide victimization: Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 36.** Geography & 911 domestic violence calls: Tulsa Police Department (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates

THEME 5: PUBLIC HEALTH

Topic 1: Health Care Access

- **Indicator 37.** Race & health insurance: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 38.** Geography & emergency room use: Tulsa Health Department, Health Data & Evaluation, 2017 & 2018 (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates
- **Indicator 39.** Veterans & Veterans Affairs appointment wait times: U.S. Department of Veterans Affairs (VA.gov), Completed Appointment Wait Times National, Facility, and Division Level Summaries, Wait Time Measured from Preferred Date for the Reporting Periods Ending: October 2017 & October 2018

Topic 2: Mortality

- **Indicator 40.** Race & infant mortality: Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)
- **Indicator 41.** Geography & life expectancy past age of retirement: Tulsa Health Department, Health Data & Evaluation, Life Expectancy by Zip Code, 2013-15 & 2014-16 (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates; U.S. Social Security Administration, 2016 & 2017
- **Indicator 42.** Race & cardiovascular disease mortality: Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)

Topic 3: Well-being

- **Indicator 43.** Race & teen births: Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)
- **Indicator 44.** Race & preterm births: Oklahoma State Department of Health (OSDH), Center for Health Statistics, Health Care Information, Vital Statistics 2016 & 2017 (OK2SHARE)
- **Indicator 45.** Geography & smoking: Centers for Disease Control and Prevention (CDC), 500 Cities: Local Data for Better Health, Model-based estimates for current smoking among adults aged >=18 years, 2015 & 2016; Behavioral Risk Factor Surveillance System (BRFSS); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates

THEME 6: SERVICES

Topic 1: Resources

- **Indicator 46.** Geography & vacant housing: U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates
- **Indicator 47.** Race & internet access: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 48.** Geography & public library hours: Tulsa City-County Library, Locations within City of Tulsa, Hours of Operation, November 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates

Topic 2: Political Empowerment

- **Indicator 49.** Race & government representation: City of Tulsa (by request), Authorities, Boards, and Commissions Dashboard, December 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 50.** Geography & voter turnout: Oklahoma State Election Board (by request); U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates
- **Indicator 51.** Geography & neighborhood and home owner associations: City of Tulsa, Working in Neighborhoods Department, 2017 & 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates

Topic 3: Transportation

- **Indicator 52.** Geography & bus stop concentration: INCOG (by request), December 2018; U.S. Census Bureau, 2016 & 2017 American Community Survey, 5-Year Estimates
- **Indicator 53.** Mode of transportation & commute time: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates
- **Indicator 54.** Race & vehicle access: U.S. Census Bureau, 2016 & 2017 American Community Survey, 1-Year Estimates

Appendix C: Ratio-to-Score Conversion Table

Indicator-Level Ratio-to-Score Conversion Table. Once a ratio has been obtained, the score corresponding to that ratio is identified. Changes are more difficult to achieve as ratios approach 1; thus, the closer a ratio is to 1, the smaller the change in ratio is needed to move up or down a score.

Score Range	Ratio from	Ratio to	Increase by
100	0.001	1.004	n/a
99	1.005	1.009	+0.005
98	1.010	1.014	+0.005
97	1.015	1.019	+0.005
96	1.020	1.024	+0.005
95	1.025	1.029	+0.005
94	1.030	1.034	+0.005
93	1.035	1.039	+0.005
92	1.040	1.044	+0.005
91	1.045	1.049	+0.005
90	1.050	1.054	+0.005
89	1.055	1.059	+0.005
88	1.060	1.064	+0.005
87	1.065	1.069	+0.005
86	1.070	1.074	+0.005
85	1.075	1.079	+0.005
84	1.080	1.084	+0.005
83	1.085	1.089	+0.005
82	1.090	1.094	+0.005
81	1.095	1.099	+0.005
80	1.100	1.119	+0.020
79	1.120	1.139	+0.020
78	1.140	1.159	+0.020
77	1.160	1.179	+0.020
76	1.180	1.199	+0.020
75	1.200	1.219	+0.020
74	1.220	1.239	+0.020
73	1.240	1.259	+0.020
72	1.260	1.279	+0.020
71	1.280	1.299	+0.020
70	1.300	1.319	+0.020
69	1.320	1.339	+0.020
68	1.340	1.359	+0.020
67	1.360	1.379	+0.020
66	1.380	1.399	+0.020
65	1.400	1.419	+0.020
64	1.420	1.439	+0.020
63	1.440	1.459	+0.020
62	1.460	1.479	+0.020
61	1.480	1.499	+0.020
60	1.500	1.524	+0.025
59	1.525	1.549	+0.025
58	1.550	1.574	+0.025
57	1.575	1.599	+0.025
56	1.600	1.624	+0.025
55	1.625	1.649	+0.025
54	1.650	1.674	+0.025
53	1.675	1.699	+0.025
52	1.700	1.724	+0.025
51	1.725	1.749	+0.025

Score Range	Ratio from	Ratio to	Increase by
50	1.750	1.774	+0.025
49	1.775	1.799	+0.025
48	1.800	1.824	+0.025
47	1.825	1.849	+0.025
46	1.850	1.874	+0.025
45	1.875	1.899	+0.025
44	1.900	1.924	+0.025
43	1.925	1.949	+0.025
42	1.950	1.974	+0.025
41	1.975	1.999	+0.025
40	2.000	2.149	+0.150
39	2.150	2.299	+0.150
38	2.300	2.449	+0.150
37	2.450	2.599	+0.150
36	2.600	2.749	+0.150
35	2.750	2.899	+0.150
34	2.900	3.049	+0.150
33	3.050	3.199	+0.150
32	3.200	3.349	+0.150
31	3.350	3.499	+0.150
30	3.500	3.649	+0.150
29	3.650	3.799	+0.150
28	3.800	3.949	+0.150
27	3.950	4.099	+0.150
26	4.100	4.249	+0.150
25	4.250	4.399	+0.150
24	4.400	4.549	+0.150
23	4.550	4.699	+0.150
22	4.700	4.849	+0.150
21	4.850	4.999	+0.150
20	5.000	5.249	+0.250
19	5.250	5.499	+0.250
18	5.500	5.749	+0.250
17	5.750	5.999	+0.250
16	6.000	6.249	+0.250
15	6.250	6.499	+0.250
14	6.500	6.749	+0.250
13	6.750	6.999	+0.250
12	7.000	7.249	+0.250
11	7.250	7.499	+0.250
10	7.500	7.749	+0.250
9	7.750	7.999	+0.250
8	8.000	8.249	+0.250
7	8.250	8.499	+0.250
6	8.500	8.749	+0.250
5	8.750	8.999	+0.250
4	9.000	9.249	+0.250
3	9.250	9.499	+0.250
2	9.500	9.749	+0.250
1	9.750	10.000+	+0.250

Ratio to Score Conversion Table created and provided to Tulsa Equality Indicators by the City University of New York Institute for State and Local Governance.

Appendix D: Indicator Index and Page Numbers

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Photo credit: Chad Clark

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TULSA EQUALITY INDICATORS



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